

THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

What makes Hitler tick?



414

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THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

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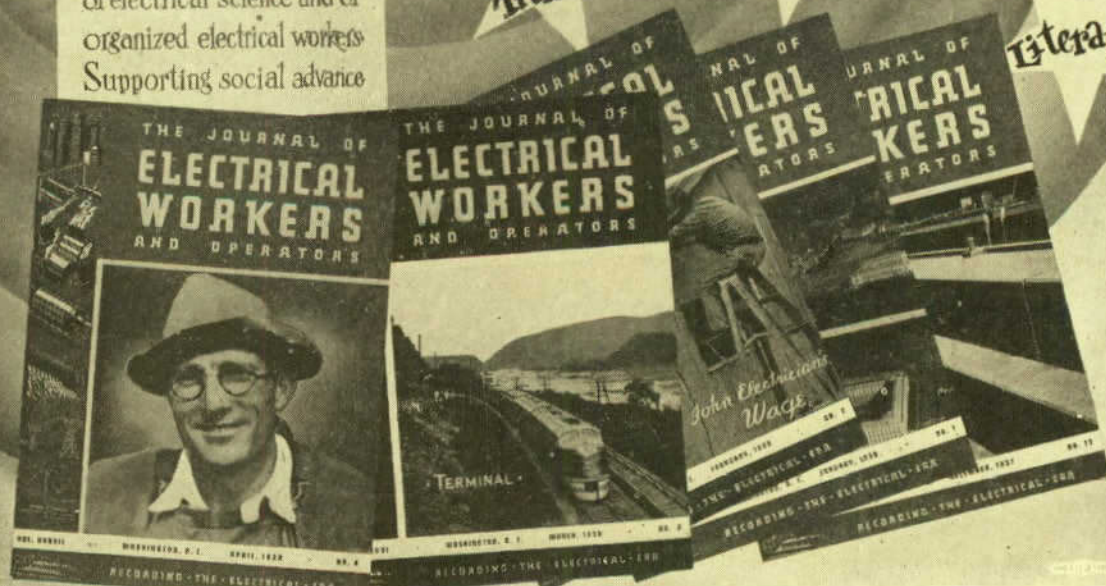
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Outstanding labor magazine
read by workers, students,
employers and engineers
in all branches of the
Electrical Industry.

Chronicling the progress
of electrical science and of
organized electrical workers.
Supporting social advance.



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• This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

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Magazine

CHAT

How great is the esteem in which Dan Willard is held is indicated by the response that this JOURNAL had from its recent article on Mr. Willard, his life and work, and his ascendancy to the B. & O. board of directors. H. J. Doyle, general chairman of System Council No. 4, sent us a summary of the work of the cooperation plan of the B. & O. This represents indeed a great accomplishment. Eighty-six per cent of the suggestions made by the electrical workers were accepted by management and put into effect.

Mr. Doyle comments: "The plan has been in effect since 1924 and is as strong today as it was when it was started 17 years ago."

The JOURNAL is in receipt of a booklet called "Precision Conduit Bending" by Juan Boas, member of Local Union No. B-3, New York City. This booklet is really a scholarly discussion of the tests that lie before the conduit bender. To the man outside the craft conduit bending may appear to be a routine or simple operation, but this book shows that it depends upon mathematics and geometric constructions. This book has genuine value and, in particular, will interest our younger electrician apprentices, especially those who have had at least a high school education.

Another attractive local organ of an enterprising local union reaching our desk is the "News-Caster" of Local Union No. B-18, Los Angeles. This has a good physical appearance and contains a lot of interesting material for local union members.

The cover picture is a composite made from a photo by the U. S. Army Signal Corps, upon which the death's head and caption have been superimposed.



Courtesy Corcoran Gallery of Art

SYMBOLIC OF PEACE—PASTORAL AMERICA AT HARVEST TIME

From a Painting "Grains of Wheat" by Dale Nichols

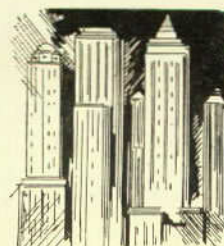


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NO. 8

What Makes HITLER TICK? Brain in the MACHINE

BEHIND Hitler lies a great war machine. Within this war machine there is mobilized a huge group of trained psychologists to discover and apply principles of psychology to exploit the German population and the subjugated populations of enemy countries. This is a fact of great significance: "the most effective weapon in the present war is not some innovation of German or British military technology, but the nazis' skillful use of psychology in revitalizing military strategy and tactics to fit the changed and still rapidly changing requirements of total war."

All this and much more is recounted in a report made by the Committee for National Morale in the United States under the heading "German Psychological Warfare." This committee's report is the most objective and constructive job that has been done by any agency since the United States entered its defense preparation. The general chairman is Arthur Upham Pope, at one time attached to the general staff of the United States Army, Washington, D. C., and art critic of note. Behind Mr. Pope is mobilized in this country a distinguished group of men interested in psychological effects and affects: Elmer Davis, Raymond Gram Swing, Gifford Pinchot, Herbert Bayard Swope, A. Philip Randolph, Walter Wanger, Ordway Tead, James Truslow Adams, Major George F. Eliot, George Gallup, Margaret Mead and Chester H. Rowell.

MOBILIZES SPECIALISTS

The report of this committee deals first with the history of psychological preparation in Germany. It undertakes to review the use of propaganda in the first World War. They summarize the network of psychotechnical laboratories and testing stations in Germany as follows:

a. RAILWAYS ADMINISTRATION

3 laboratories

25 testing stations, employing a total of 6 professional psychologists and 76 assistants.

b. POSTAL ADMINISTRATION

1 laboratory

Kind of spurious
military democracy developed.
Psychologists mobilized. Mo-
rale all-important

80 testing stations, with 1 professional psychologist and 80 assistants.

c. SCHOOL OF COMMERCIAL AVIATION

1 laboratory and testing station, under Reichswehr supervision.

d. LABOR EXCHANGE AGENCY

21 professional psychologists and 21 assistants.

e. BUREAU OF STATISTICS

1 laboratory with 1 professional psychologist.

f. The POLICE had 4 testing stations, and various municipalities 25 with a total of 31 professional psychologists.

g. Scientific research was conducted in laboratories maintained by 13 universities and 9 institutes of technology.

"LEAGUE OF ASSASSINS"

One of Hitler's first aims was to break with "Germany's short-lived democratic past." Germany's only experiment with democracy under the post-war republic stood as a tremendous challenge to the nazis and to the military class. Strange to say, the German nation mobilized for war has a kind of democracy within military ranks. This democracy adheres in choosing the best man for each individual job and the selection of leaders, no matter from what stratification of society the leader comes. In other words, in order to execute his plot to dominate the world, Hitler believes he must have the finest type of men, mobilized within the nazi framework.

The report describes Hitler's organization as a "league of assassins." This phrase, "league of assassins," is taken from ancient history. The league of assassins was a medieval sect of terroristic Persian warriors. Quite coldly and with scientific processes the German psycholo-

gists have undertaken to find out the causes of Germany's defeat in the first World War. Interesting it is that this group of scholars have leaned heavily on Jewish psychologists in other countries for their information and have borrowed greatly from American psychologists. One sees that though Hitler, Goebbels and Hess told thundering big lies to the German populace, they made a genuine effort to find out the truth for themselves in respect to prosecuting the foreign war and in respect to the strength of any given enemies.

Early in the German boy's career he is under observation by some representative of the Nazi Party. All the nazi organizations have their own selective apparatus in order to detect unusual children and to draw them into the nazi war machine set-up. Children are especially examined to determine their punctuality, orderliness, reliability, their attitude toward superiors and comrades, adaptability, diligence, will-power, their skill and intellectual capacity. Those who are only gifted to be privates remain privates. Those who are gifted to become non-commissioned officers are sent into that rank. No man can become a general without a college education and post-graduate work.

Every effort is made to ascertain ability. The German psychologists have developed a movie test where the facial expressions are studied by a device concealed from the candidate and the unconscious movements of his body are observed and analyzed. Even hand-writing is used to indicate character. The Germans found, for instance, that good chauffeurs do not make good tank drivers, and that good commercial aviators do not make good combat pilots. Every man was tested for his particular forte. Parachutists demanded certain courage and aggressiveness that infantry groups did not demand. Tanks demanded men of certain peculiar ability. Aviators had to be men who could regard the machine as a part of their own bodies. This is a particularly trenchant and symbolic statement. It indicates that Hitler is really building an army of robots.

RELATION OF OFFICERS TO MEN

Mobilizing this tremendous group of psychologists and teachers, they have become a transmission belt by which to indoctrinate all the people of Germany with the nazi ideas. It was pointed out in this report that the rehearsals for war are made as realistic as possible by the nazis. The system invented by the Japanese of



POMP, UNIFORMS, WAR MEDALS, ARE A PART OF HITLER'S STOCK IN TRADE

distributing one live bullet during maneuvers was adopted by the Germans. A soldier never knew when he might be hit even in sham battle. To indicate how far Germany has adopted the method of democracy within the army, it is pointed out that officers are instructed that an officer must act as a teacher of his men rather than as their superior. "Their relationship must be based on the soldier's confidence in the officer's intellectual capacity and character. To maintain this intimate relationship, the officer is required to stay in constant touch with his company or regiment, and he must be given sufficient time to acquaint himself individually with every one of his soldiers, even if this requires considerable time as in the case of regiment and division commanders. It is explicitly stated that officers should not be frequently transferred."

The following is a description of the relationship of officers to men:

"Among the means suggested for the cultivation of good relationship, the following practical hints seem to be the most relevant:

"a. The officer must inspect his company or regiment every day. A casual atmosphere should prevail during these inspections, the officer looking into the eyes of his men to detect personal problems in their looks. He is expected to be present at mess as often as possible. His visits to living quarters should not be too frequent, but in these trips he should notice and show genuine interest in the flowers and knick-knacks brought in by the soldiers to enliven the usually barren rooms.

"b. The officer must never expose his soldiers to ridicule, and the scolding of individual soldiers should never take place before the whole company. He must try to unearth positive qualities even in

'bad soldiers' and attempt everything to promote such qualities.

"c. He is expected to congratulate his soldiers on their birthdays, the clerk being assigned to furnish the date. To accept congratulations, the soldier should be requested to appear in his dress uniform at the officer's quarters, the officer also wearing his Sunday best. Moreover, it is advisable to send birthday congratulations to members of the soldier's immediate family (father, mother, or wife). The dates should be secured from the files rather than directly from the soldier.

"d. The officer must never make a soldier responsible for his own mistakes, or censure the company for the mistakes of individual soldiers. Admonition or appropriate punishment should be the final word, and no grudge must be borne afterwards.

"e. At conferences with non-commissioned officers or soldiers, the officer should create a casual, friendly atmosphere, inviting his men to join him sitting down and offering cigarettes to loosen the usually stiff atmosphere of such meetings."

ALL PROBLEMS STUDIED

There is no problem that falls within the military field that does not have scientific study by this great staff of psychologists. The frequency of suicides is mentioned and the causes of suicides among young soldiers are carefully analyzed. Sex problems are dealt with. Men are classified on the basis of natural attainments. Eccentrics are studied and place found for them within the army. Desertion is given careful consideration. Deserters are described as being mental cripples. The psychologists arrive at this all-important assertion:

"The final word regarding victory and defeat rests not on arms and equipment

nor the way in which they are used, nor even on the principles of strategy and tactics, but on the morale of the troops."

Two preeminent qualities are stressed by German psychologists in soldiers:

1. Development of will-power.

2. The ability to take the offensive. A German soldier does not wait for enemy action.

In following this program of building up a spurious democracy within the military framework the chief weapon is propaganda. The German propagandists believe that harshness and violence are the best way to get public attention and to hold it. Terrorism becomes a necessary military principle. Goon squads are everywhere. According to the National Socialist Year-Book, there are 36 secret service divisions distributed all over Germany, each division consisting of 12,000 men. This means that Germany has at least 432,000 "morale-enforcing" agents, a veritable army of occupation functioning within Germany. In addition, Himmler, head of the secret service of Germany, has organized a Cabinet Council for the Inner Defense of the Reich. There are 15 Reich defense commissars in charge of areas roughly corresponding to army corps areas. The commissars are high secret service officers, working in close cooperation with the intelligence divisions of the armed forces and the state security service.

GREAT ARMY OF MORALE MEN

This tremendous army of morale builders merely play the game in reverse against enemy countries. The German secret service goes into a foreign country to break morale rather than to build it. This valuable report lists the following as morale or anti-morale agencies:

German Academy, Munich

Working-Community of Geopolitics, Munich, Heidelberg, Berlin

America Institute, Berlin

Academy of Foreign Politics, Berlin-Dahlem

German Institute of Foreign Countries, Stuttgart

Foreign Political Bureau of the Nazi Party, Munich and Berlin

Bureau Ribbentrop, Berlin

German Academic Exchange Service, Berlin

Foreign Organization of the Nazi Party, Berlin and Hamburg

Foundation of German Activities Abroad, Berlin

Society of Inter-State Institutions and Associations, Berlin

Institute of Political Geography, Castle Kroessinsee

Geographical Institute of the Technological Institute, Stuttgart

German Society of Geographical Research, Castle Marienburg

Ibero-American Institute, Hamburg

Institute of American Research, Wuerzburg

Ibero-American Research Institute, Bonn

Association of German Societies Abroad, Berlin

Alliance of Germans Abroad, Berlin

Alliance for the Protection of Germans, Berlin

Association of German Ethnographical Groups, Berlin

Alliance of Foreign Germans

In turning their guns on enemy nations, the morale builders and morale destroyers have made an intimate study of the personalities at the head of foreign governments. They know each man's weakness and they undertake to exploit the leader's weakness. The report points out that while the German's official attitude toward America is one of contempt, *secretly they have high regard for the moral qualities of the American people, particularly their puritanism and adventurous, pioneering spirit which are held to be inseparable components of the American national character.*

Strikingly enough two American political scientists, Harold D. Lasswell and Leonard Doob, have attracted nazi attention; also the writings of Colonel Walter C. Sweeney, an American literary leader.

Here are some interesting quotations from this report that furnish insights upon the nazi machine and the nazi methods:

"The form of state best suited to the German character is sovereign power centralized in the hands of one supreme leader."

"The driving motive of the Hitler youth is to produce a new type of militant young German . . . and to make one militarized corporate body of the whole nation."

"Thus military life in Germany does not mean merely army service. It is intended to be the way of life of the entire German nation. Simoneit (243) states that the 'most noble task of military psychology is the indoctrination of the German people with traditional soldierly virtues.'"

"The High Command's new Service Regulations define the fundamental principle of present military education in these words: 'The individual soldier must be educated so that he is able to accomplish his tasks in battle even if left to himself. He must know that he alone is responsible for all his acts and failures.'"

"Foertsch (348) says: 'The final word regarding victory and defeat rests not on arms and equipment nor the way in which they are used, nor even on the principles of strategy and tactics, but on the morale of the troops.' The German conception of morale implies a positive state of mind of the individual and the mass toward a uniform goal."

"In the past people migrated from place to place; today ideas migrate from people to people. We are in the midst of an ideological upheaval of unprecedented

magnitude. Its common root is the universal yearning for a New Order, replacing the Old Order which has outlived its usefulness."

"Himmler also reveals that his private army is the ultimate guardian of German civilian morale. 'I know,' he writes, 'that there are millions in Germany who become sick to their stomach when they see the black uniforms of our SS. We understand this and don't expect to be loved by too many. Those who cherish Germany should respect us. But those who have a bad conscience should fear us. For the latter we have created an organization called State Security Service. We shall relentlessly fulfill our duty to maintain security within Germany, just as our conscript army watches over our security from without.'"

"Applied psychology as a weapon of war means propaganda intended to influence the mental attitudes of nations toward war. . . . It is essential to attack the enemy nation in its weak spots (and what nation has not its weak spots?), to undermine and break down its resistance, and to convince it that it is being deceived, misled and brought to destruction by its own government. Thus the people will lose confidence in the justice of its cause so that the political opposition in those nations (and what nation is without one?) will raise its head and become a more powerful trouble-maker. The enemy nation's originally solid, powerful and well-knit fabric must be gradually disintegrated, broken down, rotted, so that it falls apart like a fungus treaded upon in a forest."

"A description of German political and military espionage agencies is beyond the scope of this survey. A quotation from Nicolai, chief of German Military Intelligence during the last war, however, deserves mention. He states: 'Into a dark future the intelligence service goes to in-

vestigate and spread influence far ahead of developments. This particularly concerns England and the United States. The structure of the British Empire and the immigration and race problems in North America directly provoke us to test our fine art of espionage. The secret power of this service will be far greater in the future than it has been in the past and present.'"

"The task of comparative national psychology is to study intellectual and spiritual characteristics of foreign nations with which we have or intend to have peaceful or belligerent relations. We must appraise and understand these nations so that we can evaluate accurately the dynamic forces inherent in their national attitudes and sentiments inasmuch as they may affect our plans and react to our moves."

"This may appear as an abstract scientific undertaking. The value of all scientific practices, however, is contingent on their ultimate practicability. In this respect, comparative national psychology has an exalted practical mission, since its findings are designed to benefit the leadership of the state. All political actions belligerent or peaceful, affect man. Consequently an exact and comprehensive knowledge of the people who inhabit neighboring and enemy countries must be regarded as a pre-requisite of a successful foreign policy."

"The statesman as well as the soldier must know the peoples of foreign lands, their desires and aims, the strength of their faith and national pride, their characteristics, impulses and sensitivities, their domestic difficulties and cleavages."

This important report contributes anew to our knowledge of what the totalitarian system is. It indicates anew that Germany is a nation mobilized about the idea of world domination.



Brandenburg Gate, Berlin, Monument to War-Like Germany's Past Victories



DICTATOR IN EXILE

Editor's Note: Here is a summary of interpretation included in the report of the National Committee on Morale reviewed in the leading article.

THIS study dismisses any doubt that Germany is waging an all-out total war for world domination. It reveals in a simple and painstaking manner how nazi aggressive ideology has been converted with the help of psychology into a dynamic military system of life.

This nazi aggressiveness, this dynamism, this complete upsurge of actionism runs throughout the entire picture. German military psychologists seem to scoff at the "fortress" mentality. They seem to point a finger of contempt at Americans who set as much store in "protective oceans" as the ill-fated Frenchmen did in their now-defunct Maginot Line.

The Germanic theories of warfare—as they unfold in this study—are something awesome, strange, almost other-worldly. They are confusing; they do not fit easily into any of our preconceived ideas; they leave us without means of defining our future role. But in spite of our anxiety and dismay over all their success, we do have one great advantage. We can never say we misunderstood the Germans. We can never say that we were not warned and informed of nazi aims and aggressive techniques, as were the French and British who were deluded (1) by an appeasement policy without resort to arms, and (2) by the belief that modern wars can be successfully fought merely by providing adequate defense.

AMERICAN DELUSIONS

Yet the average American still thinks in terms of "defense." Either he is indifferent to the "European" war and the implications of nazi offensive strategy, follows a pseudo-socialist line of self-sufficiency, or believes with an utterly un-

NAZI World State

Goal of HITLER

By KIMBALL YOUNG

Nothing is to prevent world domination. America must build upon individual initiative and independence

realistic naivete that we are still living in a world of nineteenth century laissez-faire capitalism and free international trade.

These attitudes are given the lie by the nazis' own testimony. It is frankly stated over and over again that the conditions of the last post-war era can never return; that in the coming "New Order" Germany will assume the role of "leader-nation" in a world forced to subservience on nazi terms; that war is a permanent and desirable biological and social condition of mankind. The Germans say that war will continue as a "war of action" or as a "war of nerves" (war between wars) until the nazi world state is established.

This blue-print for world control includes our own country and especially South America. Yet in spite of its apparent strength, the German program contains many weaknesses.

TEUTONIC MYTHOLOGY

From the morale point of view, the nazi leader-principle has grave psychological defects. Hitler possesses all power (what primitive man calls "mana" or magical potency) which may be delegated to others but which may also be withdrawn at the leader's wish or whim. This is a new form of the theory of the divine right to rule. This in itself gives rise to "leader-anxiety," such as a fear of arbitrary dismissal by an immediate superior without appeal, to say nothing of other more serious implications. Linked up to this is the long-established German thesis that the state is master, not the servant, of the people, embodied in Treitschke's famous phrase: "Der Staat ist macht"—The state is power.

Our democratic ideology stands in sharp contrast to all this. Our national society is larger in scope and power than the political state. The democratic process provides a brake or check on the exercise of unlimited authority by government personnel, who at best are agents of the people, not their rulers. Our conception of individual dignity, integrity, and the place of personal merit runs counter to the nazi thesis, and the material and spiritual history of democratic progress flatly contradicts it.

The nazi manipulation of the individual and mass also contains essential weaknesses. Although considerable attention is given to conditioning soldiers to carry out a specific task in coordination with their comrades, this training is highly specialized and is directed not to the whole personality but largely to the particular job on hand. There is no evidence that the individual is trained as a "total citizen" to make up his own mind and choice on public issues or on vocational, marital or other matters. The state ideology completely conditions his whole outlook and while he may be a relatively free agent with reference to a specialized task, on all wider issues he is thoroughly controlled by the nazi system.

ROBOT CITIZENS

Thus while the present regime in Germany recognizes the importance of some rational training, it tends to be limited to special skills. On all larger, especially nationalistic matters, the emphasis is put upon absolute emotionalized faith in the state and its leader. True, a place is given to material, moral and religious interests, but these are subordinated to the worship of the state which is whipped up by hysterical enthusiasms, hatred, revenge or else by coercive measures invoking fearsome obedience.

This may bring about external conformity and compliance, but does not create an inner strength that will fortify the individual (within the mass) for hardship, defeat or for assimilation to another kind of world other than the nazi type built around actionism and overt aggression.

Thus the nazi system would construct a personality that revolves around violence, aggression and a doctrine of racial superiority divinely determined through the Aryan genes. This personality pattern provides nothing for living in a peaceful world of ordinary competition and cooperation. Psychologically, and culturally, this is a narrow, fixed and uncreative existence which holds that the average man is a degraded fool unworthy to rule or even to voice his opinions.

Nevertheless, we should not underestimate the effectiveness of the present German program. There is clearly a psychological campaign under way against us, and the initial step in countering such a "war of nerves"—for that is what it is—is to understand the weak as well as the strong elements in our own strategy.

First, our point of view toward military psychology is decidedly ineffective,

(Continued on page 435)

What Is This AMERICA?

Coyle Gives an Answer

A YANKEE sits down to write a book. He writes as if he were talking to a friend or a child. He talks about the most important thing in the world today, America. The book is less than 100 pages. It was published by the National Home Library Foundation, Washington, D. C., and it costs only 25 cents. The book is called "America" and it has an attractive red, white and blue cover which does not seem at all sensational for a book like this. The Yankee is David Cushman Coyle, a long-time contributor to the Electrical Workers Journal. He is an engineer in the construction field and he has written on engineering problems as well as economic subjects. His books have been reviewed before in this Journal.

"America" is an exciting book because it deals with that elusive thing called national morale. It could well be read by every loyal union man in America with profit and enjoyment. To read this book is an effortless undertaking. It moves as silently and as powerfully as a modern motor car. It says big things. It says them simply. Coyle, the author, was said to have talked over and read his writings to a New England fisherman who demands that everything be sun-clear. No one excels David Cushman Coyle in putting profound truths simply: "We Americans are natives of all the world, gathered here under one flag in the name of liberty. There is no race or creed or culture that has a monopoly of Americanism—except the human race, the creed of friendship and good will, and the culture of free speech and free opportunity."

LUNACY ESCAPE

This is a fighting book but always in it lies an appeal to reason as against an appeal to prejudice and passion. No one has put more powerfully the case against communism and nazism as has Coyle in this little book.

"If you are disgusted with democracy and its crimes, exploitation and corruption, where can you turn? Do you think you would like living in Russia or Italy or Germany? Human nature seems to be in trouble everywhere. Of course, one of the simplest ways to be happy in a hard world is to strip all your gears, and go to an asylum where you can think you are Julius Caesar and Cleopatra rolled in one. But you are more likely to be tempted to run away from real life by just dreaming that the world revolution will make everything all right.

"One way of putting the idea is to say that the nazi outburst is a world revolution, a tidal wave that is going to wash away all our problems and mistakes and our poor attempts at liberty and

A little book of
utter lucidity recalls America
to reality

democracy. The argument is that you can't stop it, but if you hold your breath till the wave has passed over, you will come up in a bright new world where everything will be just the way you want it.

INEVITABLE UTOPIA

"The other common way of putting the same idea is the communist doctrine, which says that there is no use trying to make the world better, because the capitalist system is bound to explode in a revolution of the working class, after which you will wake up in a bright new world where everything will be just as you want it.

"Now, why should you hesitate to believe one of these doctrines? Those who believe them are happy. They know all the answers, they are not worried by anything that happens. They don't have to take the blame for anything that is wrong, since they believe the world is hopeless anyway. They have the glorious feeling of being 100 per cent right, of everyone being out of step but themselves. They have cast all their troubles away, and Stalin, Hitler, or Destiny, is going to take care of everything. Why not join them and be happy too?

"The only reason for not accepting any of these ideas about world disaster as the road to heaven is that they are ways of quitting. We know that history is not made by magic but by people like you and me. The belief that letting everything go up in smoke will bring you into a bright new world is a day dream. It is a way of finding an excuse not to pull your weight in the boat. When men in a lifeboat are nearly dead of thirst with a long pull still ahead, a man may go crazy and dream that the crew can get to shore without rowing anymore. It is too bad for the rest of the crew who still are hanging onto the real world, for as long as they know what is real, they know they can't get ashore by simply letting a sea upset the boat. They still must row.

"In real life, revolutions sometimes happen, earthquakes and hurricanes and wars happen, but those who live through them do not wake up in any brave new world. They wake up in a mass of wreckage that has to be cleaned up before they can have a world even as good as it was before the storm.

"There is no fun in this world revolution that the nazis are trying to pull off. There is no heaven in their promises,



DAVID CUSHMAN COYLE

only the chance to be a slave under the master race. Those who are still outside the nazi power are tempted to give up the struggle and go off into dreams, because the truth is hard to face. But the life of all alike, asleep or awake, will be saved by those of us who face the danger without quitting.

EXCUSES FOR EVASION

"Here again, there is a chance for those who can't face the real world to slip away into dreams. They say, 'Let's clean up our own yard before we go out crusading to clean up the rest of the world.' This sounds like a logical reason for not facing the nazis right now; and there is no chance in the world of making our own country perfect in a few years. But this kind of argument is only a dream, because it leaves out of account what is happening in the world where things happen. If we fail to face the nazis, on any excuse whatever, we shall never have the chance to clean up our own yard. It is the nazis who will clean us up. A man who is too fussy to pay attention to a charging bull, until he has tied his shoelaces, can enjoy the satisfaction of 'minding his own business,' but his logic is no comfort to his sorrowing friends.

"When the storm is over, much of the world will be a wreck, but it is going to be our world, not Hitler's, and we will have a chance to start building again. The world that we want to see for ourselves and our children cannot come by relaxing in happy dreams while the nazis smash the bad and the good of what we now have. There is no road to the land of our hopes except by building and rebuilding, by working at every point, making mistakes and learning, inching our way ahead in good weather, and fighting to hang on in time of storm. That is the challenge that we are up against."

This little book is filled with a noble

(Continued on page 440)

A. F. OF L. *Wisely* STEERS

Unions Through CRISIS

President William Green presented the following comprehensive statement to the House Committee investigating defense migration.

WE must plan to provide a continuation of jobs in the areas where defense production has brought in masses of workers or establish orderly methods of redistributing labor to other places where they can find jobs at the end of defense work. This does not mean compulsory mobilization of labor now or later, but a program of continued production through the readjustment period and an even more complete canvass of job opportunities and a more widespread coverage of the employment service than we have now.

In the second place, to keep pace with the national problem of migration and face the fact that many of the workers now employed will be laid off for short or long periods before they get placed in permanent peace-time work, we must have a national system of unemployment compensation with benefits adequate to care reasonably for the unemployed workers and to give a substantial lift to community purchasing power. Our employment market is now nation-wide. Men are freely moving across state lines and concentrating in defense areas unevenly distributed among the states. The post-defense problem of unemployment will also be a national matter and cannot be satisfactorily handled by separate states. Nor are the wide differences in benefit rights and the tax rates employers pay in the several states reasonable or desirable in the face of the nationwide scope of the problem and the fact that we will have to undo, at least in part, the concentration of workers in certain areas built up for the defense program.

ECONOMIC LIFESAVERS

To soften the hardships of readjustment both for men discharged at the end of military service and workers whose defense jobs are ended and who must either find new employment or retire from the labor market, we should plan now some form of dismissal wage which has the double advantage of reducing the inflationary tendency of the present period and of bolstering purchasing power later when it will counteract deflation.

Furthermore, we need now to devise means of protecting the old age and survivors' insurance rights of persons who go into either military or civilian defense work. Loss of such valuable rights should not be required of any person serving the nation.

In the third place, this defense period should be a means toward improving the

Presents plan
to insure savings in time of
prosperity

nation's health standards. It is a disgrace that the richest nation in the world should have so many of its young men in their prime unfit for military service because of nutritional deficiencies and physical defects arising from improper or insufficient medical care. Clearly, a large part of our population cannot afford the preventive and remedial treatment necessary for good health. Clearly, our state work in public health and industrial hygiene has been spotty and generally too limited to do the job which must be done.

IMPROVE WORKERS' HEALTH

We need to plan now for an adequate public health program, for disability insurance, and for complete medical care within the reach of workers' incomes. It is low-income earners who are neglected. Unable to pay for adequate treatment and unwilling to accept or ineligible for charity in the form of free care, they go without the attention they need until they contract the most severe illnesses. The health problems appearing in overcrowded defense communities are showing up also real deficiencies which have long existed in the facilities available for the average worker's family. The already inadequate facilities bog down under the added load of migrants' needs.

Great Britain, in the midst of active warfare and straining every resource to the utmost for the nation's life, finds it desirable to give more attention to social legislation. The Minister of Health recently announced that the government was introducing interim legislation to increase the benefits under their Health Insurance Scheme and that they hoped to carry through later a thorough overhaul of the social insurance programs, particularly health and pensions insurance and workmen's compensation. He said: "The Government are of opinion that the comprehensive survey of existing schemes, which must be an essential preliminary to such legislation, should be set on foot at once as part of post-war planning." Since that time, Sir William Beveridge, a brilliant economist and one familiar with labor problems, has been appointed head of a committee to make this comprehensive survey and to recommend necessary changes to create an improved and unified system.

MORALE FOR DEFENSE

This is the time for us, too, to work for a stronger healthier population, both



WILLIAM GREEN

President of the American Federation of Labor

to have vigorous soldiers and workers, and to build within our democratic system the kind of living conditions which ought to be denied no one. The basic morale of a healthy nation would be in itself a measure of defense against foreign doctrine.

Third, construction of homes now should be governed by a plan which does not create slum areas in cities and rural communities in the post-defense period, and which does not saddle workers with debts they cannot meet later. There must be inspection to prevent colonies of jerry-built houses which will be the nucleus of new slums. Many of the houses now being constructed sell or rent at a figure too high for the average worker. We need more genuinely low-cost homes, subsidized if need be so that persons displaced in slum clearance will not be forced into worse slums because they cannot afford a decent place to live.

Where the housing problem is obviously temporary, as in providing living quarters for construction workers building military camps, the use of mobile units with proper attention to sanitary facilities is entirely proper. We do not want to waste money for unnecessary houses where they will not long be needed. The American Federation of Labor has urged the continuation and expansion of the Migratory Labor Camp program of the Farm Security Administration. But where a community is growing on a permanent basis, new homes should be constructed in such a manner that they can replace old slum areas and offer decent living quarters at a cost workers can reasonably afford. And while new dwelling

(Continued on page 441)

MASTER CONTRACT *on* *Defense Construction Jobs*

TO INSIDE, OUTSIDE AND MIXED
LOCAL UNIONS

Greetings:

THIS is an important communication from the International Office, of interest to all electrical workers on defense jobs, and indirectly to all members of the Brotherhood.

It refers to a master agreement (copy attached), subscribed to by a large majority of building trades unions with the government (OPM and agencies performing defense jobs).

It is designed to stabilize work conditions on a national basis. Here are gains made under the master agreement:

1. It recognizes the Building Trades Department of the American Federation of Labor as the bargaining agency on defense construction jobs.
2. It provides for the orderly utilization of sub-contractors, which for some trades, including ours, means a favorable position on defense construction jobs.
3. It offers opportunity for wider unionization.
4. It establishes the prevailing wage.
5. It advances defense production all along the line.

EMERGENCY ADJUSTMENTS

As president of our Brotherhood, I objected vigorously to the proposal of suspending even temporarily those conditions established by local unions of our Brotherhood which provide for double time for overtime and which provide also that shift work shall not be performed except on maintenance work in connection with construction work. I am not unmindful of the fact that there are some instances where our local unions have been receiving double time pay for overtime for more than 25 years; also there are some instances where our local unions have never worked shift work on construction work. However, it has been pointed out by the officials of the government that the idea of establishing penalty rates for overtime is for the purpose of affording working opportunities to a greater number of people, and it should be borne in mind that shift work means speed, and speed is essential to adequate defense.

While it is true that the Memorandum of Agreement affects some localities to the extent of temporarily conceding that shift work is permissible and that time and one-half will be paid instead of double time for overtime work, a review of the Memorandum of Agreement will reveal that it establishes something that has never been established before in that it provides for a board of review, this

President Brown's comments to local unions

board to consist of members representing the government agencies, the Building and Construction Trades Department of the American Federation of Labor and the Office of Production Management.

RECOGNITION OF UNIONS

Never before in the history of our country has such material progress been made in the matter of an agreement requiring representatives of **national agencies of our government**, sitting with national representatives of the building trades organizations for the purpose of bringing about an understanding to cover construction work performed by, or for, federal agencies of the government. This is a **national recognition** that has never before been attained and it must be admitted is of paramount value in the matter of negotiating with government officials concerning work on a nation-wide basis rather than for only those parts of the country which are well organized.

Sincerely,

ED J. BROWN,
International President.

Memorandum of Agreement Between the Representatives of Government Agencies Engaged in Defense Construction and the Building and Construction Trades Department of the American Federation of Labor.

Presented to the Office of Production Management as an outline of labor policy to be followed in defense construction.

1. Uniform overtime rates.

Where a single shift is worked, eight hours of continuous employment, except for lunch periods, shall constitute a day's work beginning on Monday and through Friday of each week. Where work is required in excess of eight hours on any one day or during the interval from 5:00 p. m. Friday to 7:00 a. m. Monday, or on holidays, such work shall be paid for at one and one-half times the basic rate of wages.

2. Uniform shifts.

Where two or more shifts are worked, five days of 7½ hour shifts from Sunday midnight to Friday midnight, shall constitute a regular week's work. The pay for a full shift period shall be a sum equivalent to eight times the basic hourly rate and for a period less than the full shift shall be the corresponding proportional amount which the time worked bears to the time allocated to the full shift period. Any time worked from Friday midnight to Sunday midnight or in excess of regular shift hours shall be paid for at one and one-half times the basic rate of wages. Wherever found to be practicable, shifts should be rotated.

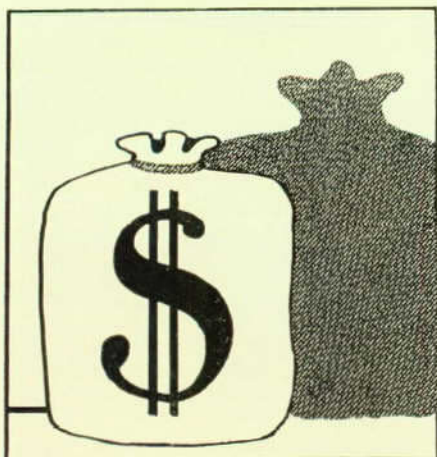
(Continued on page 441)



HOUSING PROJECT

—Courtesy War Department.

Cantonment and Replacement Center, Fort Belvoir, Virginia



UP, UP, UP, Go

PRICES *Due to War*

Wages can not remain static if other determining elements move up. Canada's experience and solution

It is considerably less painful to hear about inflation than to experience it. To avoid this unpleasant, sometimes tragic experience it may be helpful to know what causes inflation and what steps can be taken to prevent it.

Inflation manifests itself in rising prices. It is a terrifically contagious ailment which, once started, tends to spread to every necessity of life. The upward movement of prices reduces real wages without the consent and even against the will of workers and employees, notwithstanding that dollar wages remain unchanged. The resulting distress bears most heavily on the weakest members of the community.

Especially victimized by price rises is a government which is undertaking a major defense program. The cost of its program becomes tremendously increased. Even by the comparatively modest standards of the first World War it is estimated that 15 billion dollars of U. S. government expenditures was wasted because of price inflation.

PROMPT ACTION REQUIRED

Contrary to the most earnest wishes of the people of the United States and of their government, committed to a most gigantic defense effort, prices are rising. Since Canada has been engaged in her defense program, and in fact has been at war since September, 1939, her experience may include lessons valuable to us. In spite of the many differences between Canada's position and ours, the impact of her defense activities revealed parallel tendencies toward inflation.

The outbreak of war in Europe immediately disturbed Canada's ordinary channels of commerce, reduced the flow of many commodities for which Canada depended upon her import trade, and increased the demand for other Canadian goods which suddenly acquired new export markets. Simultaneously the war enormously increased the appetite of Canadian and British industry for raw materials and finished products.

PRICE DISTINCT FROM COST

Thus "the law" of reduced supplies and increased demand asserted itself with unaccustomed energy. The existence of many real or apparent shortages created conditions favorable to price increases

with respect to all the goods affected. Other prices tended in the same direction because of the interdependence of so many products on the same raw materials, or because of the activity of speculators, or because of consumer apprehension, with or without foundation.

Increased industrial and agricultural activity in turn expanded basic consumer demands. The number of gainfully employed workers increased and many whose hours had previously been curtailed began working full time and overtime. The spending of the enlarged payrolls, however, was for goods other than those being produced in the accelerated defense industries. This further aggravated the tendency to higher prices.

Actual costs, as distinguished from prices, were also increasing. Extended shipping lanes and increased war risks added substantially to the cost of transportation. Available import sources were generally more expensive than prior to the war. The necessity of having to use substitute materials in some products has also added to costs. And, finally, war is itself a most expensive undertaking which brings its increased tax loads.

THE WAGE PROBLEM

There is another factor not yet mentioned. What about the effect of wage increases upon prices? It is evident that if all other factors remain the same, then higher wages must result in higher prices. This proposition is so easy to understand that many tired thinkers, who are nevertheless tireless lecturers and writers, deem wage increases the only cause of inflation worthy of consideration. According to this type of alarmist every wage increase amounts to a social catastrophe.

But the admission that some wage increases may have inflationary effects does not amount to an admission that all wage increases necessarily produce such results. In a time of increasing production, factors other than wages do not remain the same.

In the first place, it is well established that wage increases often result in reduced labor costs. Labor productivity has steadily increased at a rate substantially greater than the rate of wage increases. In the second place, wage increases may be more than offset by the lower overhead costs and greater efficiency incident to steady and full production.

In evaluating the inflationary potentials of wage increases, it should also be borne in mind that wage rises can be and are more effectively resisted than price rises. Wage increases are obtained in specific instances, not by a blanketing grant. The exceedingly strong profit position of the specific employer is a common justification for wage increases. In situations where the employer's profits are already huge, even though wage increases are not absorbed in lower overheads, there exists no need for price increases. In an unknown number of cases, therefore, wage increases are an excuse rather than a reason for increased prices. The existence of more than 19,000 American millionaires in 1917 and 1918 is an illustration in point.

CANADA'S CONSUMER PROTECTION

To protect the consumer against "any undue enhancement in the prices of food, fuel and other necessities of life," and of insuring "an adequate supply and equitable distribution of such commodities," the Canadian government established by executive order, in accordance with its statutory authority, a Wartime Prices and Trade Board at the outbreak of the war.

The board consists of five top-ranking members of the Canadian civil service. Several administrators have been appointed and vested with jurisdiction by the board over the supply and distribution of particular commodities such as sugar, wool, coal, etc., and the administrators have their own technical advisers. In order to avoid jealousy or the suggestion of favoritism, and to have the advantage of men unburdened by the traditional prejudices of the respective industries, the administrators are appointed from outside the field over which they exercise authority, while the technical advisers are all experts in their particular industries.

The Wartime Prices and Trade Board has clearly defined legal powers commensurate with its heavy responsibilities. Its powers may be classified under three headings: I) Comprehensive investigative authority which enables it to compel the production of books and records and other data relevant to costs, prices, supplies, monopolistic and restrictive practices. II) Adequate power to regulate the production and distribution of supplies, including the licensing of producers and distributors, the rationing of sales and purchases, the control of exports, and the right to commandeer goods unreasonably withheld, subject to compensation of the owners. III) Power to directly control

(Continued on page 440)

Washburne TRADE SCHOOL

Given Proper Setting

DR. JOHN A. LAPP'S "The Washburne Trade School" comes at a time when it is much needed. Due to the defense program there is a deepening interest in the problem of workers' training and a sharpened need for intensification of the training program all along the line. As Dr. Lapp says in his preface, he was a member of the Commission on Vocational Education appointed by President Wilson in 1914. This commission framed the Smith-Hughes Act. The Washburne Trade School is in accord with the terms of the Smith-Hughes Act, and now after 24 years the author has scanned the functions of the Washburne Trade School and all their ramifications and has made this report to the American people, a report of wide significance. Dr. Lapp, of course, is well known as an arbitrator in labor cases and is now labor-relations officer of the Rural Electrification Administration. He brings sympathy and understanding to labor's problems.

The way Dr. Lapp cuts down through certain current misconceptions of what training should be is illustrated by these two paragraphs from the early pages of the book:

"Confusion arises here because it is so generally assumed that if students work with tools in wood, iron or other material, they are being prepared for some employment. Such is not the case. Work with tools in technical, manual training or industrial schools, or in industrial arts, and home mechanics courses in the grades may develop or discover talents, and show the way into vocations better suited to the student, but it is not vocational education, any more than courses in biology are vocational for the future physician or nurse, or courses in political science for the future lawyer, or courses in elementary mathematics for the future engineer.

VOCATIONAL TRAINING DEFINED

"The term 'industrial education' is more suitable than 'vocational education' when applied to hand work in the grades, or technical work in shops in the high school. The end in view is not preparation to begin work in some specific trade or job but all-round development of the individual. Students are admitted to vocational schools and classes when they have definitely determined that they desire training for some particular occupation. Students in home mechanics, industrial arts, and technical courses do not enter such courses to prepare for any specific occupation, but rather to follow the industrial instead of the classical road to their goal of general preparation for life. That some of the students actually get enough training in these courses to take simple jobs on a higher level than the

Long-established
Smith-Hughes school described
by economist in its complete
significance

strictly untrained does not change the fact that the purpose of such courses is general and not vocational."

As every union worker knows, the American Federation of Labor has consistently insisted that vocational education should be interpreted in a general education sense. Vocational education belongs to the "cultural subjects." Vocational education merely fits into the industrial background of American life and has nothing to do with training workers for jobs. Job training must be done on the job under the competent instruction of journeymen craftsmen. This fact is often missed by educators and even by union men.

In like manner, Dr. Lapp's description of what apprenticeship training is in contrast to vocational education is worth a book in itself:

THE FULLY-COMPETENT

"Apprenticeship provided all that was necessary in the days of simple machine and building operations. Then came a time when with the scientific development of materials, processes and machinery a more highly skilled type of craftsman was needed. Special training became necessary to supplement the work experience of the apprentice and the correlation of organized classes with the work of the crafts began to develop.

"At the same time the growth of specialization caused the apprenticeship system to break down in many skilled occupations. The use of specialized machines in the machine shop, for example, made it profitable to employ workers on single machines. Men did not need to learn the whole machinist trade to operate a drill press or a lathe. Operators learned special processes and operations in a few weeks and were able to be employed successfully without becoming all-round craftsmen.

"Likewise, in some of the building trades, specialization tended to break down the craft as a whole, because much of the work could be done by machine operators and by workers possessing knowledge only of some simple unit of the craft. Carpentry serves as a good example of this disintegration of a craft. Much of the work of carpentry passed to machines and specialization made it unnecessary to be an all-round carpenter in order to find employment in some part of the field of wood work.



JOHN A. LAPP

"The need for fully competent craftsmen continued despite the growth of machines and specialization, in fact it increased. The automatic worker on single processes could not become the competent mechanic needed to keep the whole process going. In a statement entitled 'The Apprentice and the School', issued by the U. S. Department of Labor and the U. S. Office of Education in 1939, it was said:

"Our modern high-powered machinery demands highly skilled craftsmen as well as semi-skilled or unskilled machine tenders. Our modern houses need skilled plumbers, steamfitters, carpenters and other building tradesmen; the manufacture of our automobiles calls for high-grade precision work. There must be skilled craftsmen in many trades—craftsmen who have learned what they can about the trade in school and who have learned the practical end of the trade by working for years in the shop as an apprentice, side by side with a journeyman or a master craftsman. They must possess more skill than did the workers of earlier times; they must understand the new processes and new materials as well as the technical phases of their trades. The trades today are keenly aware of the need for craftsmen who have learned the trade by way of a long and thorough apprenticeship."

I. B. E. W.'S ACTIVE INTEREST

This book is of especial interest to electrical workers because of their participation in the establishment and operation of the Washburne Trade School. Paragraphs on this discussion are worth quoting:

"One of the early trade groups to avail itself of the facilities of the public school system was the electrical workers. Spurred on by the many and rapid changes taking place in the electrical field, the officials of Local Union No. 134,

(Continued on page 441)

EMPLOYMENT *Figures*

Mark Decade of RESEARCH

AS the great national defense program began to swing into action toward the end of the year, the year 1940 brought employment gains to all branches of membership in the International Brotherhood of Electrical Workers.

Annual reports on actual man-hours of employment and earnings, which come to the I. B. E. W.'s RESEARCH DEPARTMENT from our various local unions, disclosed a 12.8 per cent increase in employment among our members in 1940 over 1939. The average was 1,645 man-hours of work per member, or the equivalent of about 206 full working days of eight hours each.

In the electric utility field, combined reports from "electric light and power," "outside," "linemen," "powerhouse" and "utility" locals showed an 18½ per cent increase in employment. The average rose from 1,709 man-hours per member in 1939 to 2,024 in 1940.

POWER AT PEAK

The increase in utility employment was accompanied in the United States by an 11 per cent step-up in electric power production. As the wheels of industry turned faster, with a swelling call for power and more power, electric output soared from 130 billion kilowatt-hours in 1939 to a new, all-time peak of 145 billion kilowatt-hours in 1940. This year power production continues its cataclysmic advance to even further heights.

In the building trades branch of our organization employment, as reported by our "inside" locals, forged 13½ per cent ahead of the average for 1939, with 1,496 man-hours per member in 1940 as against 1,318 in the previous year.

I. B. E. W. RESEARCH DEPARTMENT senses change in utility, construction and re- lated fields

The figures quoted above are the results of actual week-by-week records of employment kept by members of the International Brotherhood of Electrical Workers. The year 1940 completed the first decade of the electrical workers' system of maintaining factual job records.

Just as the I. B. E. W. was the pioneer in establishing labor's first research department in 1924, so it was also the pioneer in formulating labor's first plan whereby accurate statistical data might be made available on the actual work experience and earnings of union members.

The plan was put into effect on January 1, 1931. Here is the record for the first decade.

AVERAGE MAN-HOURS WORKED, PER MAN

	All Reporting Locals	Inside Locals	Electric Utility Locals
1931	931.3	887.4	2,002.5
1932	738.2	603.5	1,504.7
1933	822.1	515.4	1,700.9
1934	967.7	680.2	1,723.7
1935	1,240.8	907.7	1,855.9
1936	1,493.0	1,299.3	1,973.1
1937	1,658.3	1,505.6	1,914.0
1938	1,466.7	1,272.6	1,709.3
1939	1,458.5	1,318.2	1,708.7
1940	1,645.4	1,496.4	2,024.3

CONSTRUCTION HOURS TRIPLE

From the above we observe that construction employment, which stood at close to 1,500 man-hours per member in 1940, was nearly treble its low level of 515 man-hours in 1933. At the same time the total value of construction, estimated at \$9,985,000,000 in the United States in 1940, was two and one-half times its low of \$3,964,000,000 in 1933, though still far behind the \$13,000,000,000 annual average of the late twenties.

Employment for our membership as a whole in 1940 was just twice what it was in 1933 and exceeded the deplorable 738 man-hour average of 1932 by 123 per cent.

In the electric utility industry, where employment is relatively more stable, the increase since the depression depths of 1932 has been less spectacular. Even so, it was 34 per cent greater than the 1,505 man-hour average of that earlier year.

Translating into eight-hour days of full-time work we find that our members had employment for the equivalent of 24 more days in 1940 than in 1939 and 114 more days than in 1932.

AVERAGE NUMBER OF DAYS, PER MAN

	In 1940	In 1939	In Low Point of Depression
All reporting locals	206	182	92 (1932)
Inside locals	187	165	64 (1933)
Electric utility locals	253	214	188 (1932)

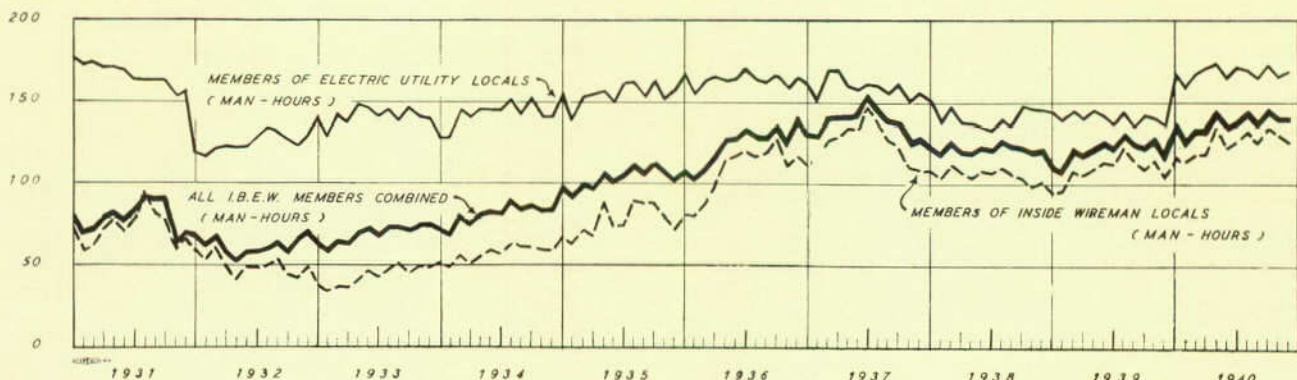
On the basis of eight hours a day and five days a week, a full-time working year would require 2,080 man-hours of labor, (52 weeks at 40 hours a week).

In accepting a 2,080 man-hour working year as standard, we recognize that we are adopting a high goal for the majority of our members in normal times. Such a standard is particularly high for those who are employed by the hour, as are our members dependent upon the construction industry. The 2,080 man-hour standard is a true full-time yardstick. It makes no allowance for legal holidays, illness, injuries, or loss of time due to inclement weather and other causes.

EMPLOYMENT OF I.B.E.W. MEMBERS

AVERAGE MAN-HOURS, PER MAN
BY MONTHS, 1931-1940

MAN-HOURS, PER MAN, PER MONTH



For those who are regularly employed at steady, year-round jobs, it is a fairly good standard. Those who work intermittently, by the hour, will naturally have less likelihood of attaining such a full-time working year.

The data presented in the first table above, showing average man-hours of employment for the 10-year period covered by our records, have been converted into percentages of the 2,080 man-hour full-time year.

PROPORTION OF FULL-TIME EMPLOYMENT

	All Reporting Locals (per cent)	Inside Locals (per cent)	Electric Utility Locals (per cent)
1931	44.8	42.7	96.3
1932	35.5	29.0	72.3
1933	39.5	24.8	81.8
1934	46.5	32.7	82.9
1935	59.7	43.6	89.2
1936	71.8	62.5	94.9
1937	79.7	72.4	92.0
1938	70.5	61.2	82.2
1939	70.1	63.4	82.1
1940	79.1	71.9	97.3

DEFENSE BOOSTS EMPLOYMENT

The dominant factor in the pick-up in employment last year has been the national defense movement. Defense construction expenditures during 1940 have been estimated by the Office of Production Management at 728 million dollars. Of this amount nearly 40 per cent represented the construction of cantonments and other defense housing.

As the defense program reaches full sway this year, with an estimated 3½ billion dollars for construction in 1941 (nearly five times that of 1940) we may expect to see much greater employment gains among our building trades members when they file their next annual reports with the International Office. In addition to the defense construction program we are experiencing a great extension in the field of private building.

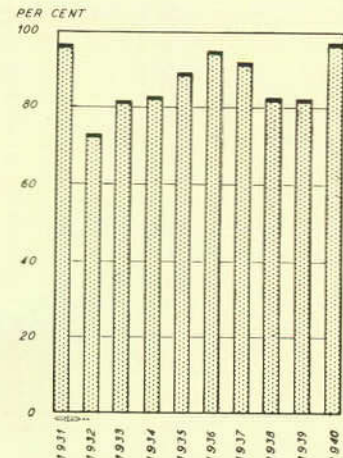
Of the present proposed construction expenditures for national defense in 1941, one-third will be spent for military and defense housing projects. Another third will consist of federally-financed expansion of industrial facilities. The remaining third will be made up of \$562 million for Army and Navy air service facilities, \$427 million for other military purposes and \$164 million for privately-financed industrial plant additions.

During the current year we are witnessing a marked shift from the construction of cantonments, which continued throughout the spring, toward the expansion of our productive facilities during the latter part of the year.

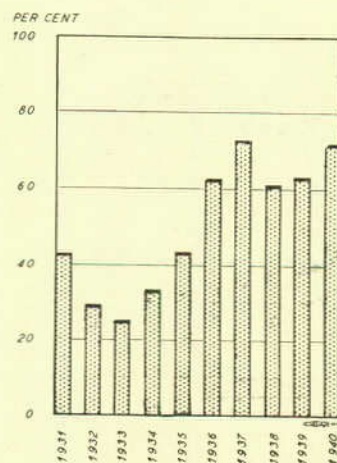
NO WIREMEN SHORTAGE

Much has been said of threatened shortages of skilled labor. Our records—actual records kept by skilled workers from week to week—speak for themselves. In 1940 I. B. E. W. inside wiremen averaged but 72 per cent full-time employment,

PERCENTAGE OF FULL-TIME EMPLOYMENT
ATTAINED BY
MEMBERS OF ELECTRIC UTILITY LOCALS
1931-1940



PERCENTAGE OF FULL-TIME EMPLOYMENT
ATTAINED BY
MEMBERS OF INSIDE LOCALS
1931-1940



electricity to produce a single pound of aluminum.

To partially meet the new demand for power the Edison Institute proudly announces that the electric utility industry has embarked upon the heaviest period of expansion of installed capacity in its history, including the addition of 1.8 million kilowatts in 1940 and prospective additions of at least 4 million kilowatts in 1941 and 2.3 million kilowatts in 1942.

Nevertheless, mere additions to total facilities are not always of greatest economic advantage. The important thing is to have the additions within the regions where the demand for current occurs, in order that power may be economically transmitted from its source to the customer. Otherwise, no matter how great the net additions, power shortages are likely to appear in localities where leading industries suddenly begin operating at full capacity and on overtime schedules or extra shifts.

EARNINGS REPORTED

Turning now to the earnings reported by our members for 1940 we find that the group which recorded both employment and total wages worked 15,666,226 man-hours in that year and received the aggregate sum of \$17,334,644.44.

Employment averaged 1,821 man-hours or 228 days' work per man for this group. This was considerably better than the average for the I. B. E. W. as a whole, a fact which might indicate that the locals which keep the most complete records are, in general, the locals which are also the best organized.

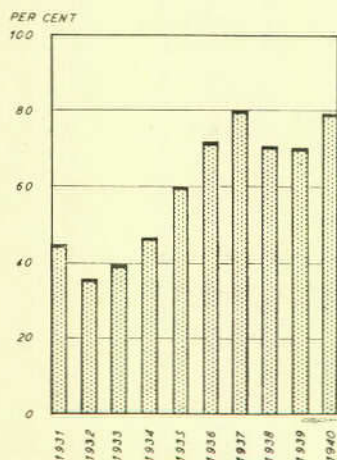
Per capita annual earnings for the group were \$2,014.88.

About half of the group which reported both employment and earnings for 1940 were members of "inside" locals. The inside wiremen averaged 1,592 man-hours of work for the year and made average annual earnings of \$2,120.

This would mean an average wage rate of \$1.33 an hour for the inside group, but

(Continued on page 440)

PERCENTAGE OF FULL-TIME EMPLOYMENT
ATTAINED BY
ALL REPORTING MEMBERS
1931-1940



or the equivalent of only 165 full days of work per member for the year.

While existing production facilities in defense industries are being pressed into use at greatly quickened tempo, non-defense industries are enjoying, for the present at least, a secondary stimulus through increased consumer demands. Fatter pocketbooks in workers' hands after an extended period of depression and unemployment are showing their effects.

The generally heightened industrial pace has greatly augmented the total demand for electricity. Over half of all power produced in the United States is taken by large industrial users.

The aluminum industry, so essential to national defense, is an exceptionally heavy consumer of current. According to testimony of David E. Lilienthal, director of the Tennessee Valley Authority, before hearings of the U. S. Senate appropriations committee on June 25, 1941, it takes from 10 to 12 kilowatt-hours of

APPRENTICESHIP *Is Part of* EMPLOYER-WORKER *Relations*

GOVERNOR MURRAY D. VAN WAGONER, Michigan's executive, has vetoed Senate Bill No. 365. This bill, known throughout the Midwest as "the sneak bill," was designed to "out-law" the federal apprentice training set-up, and substitute a manufacturers' controlled system. No new bill, to date, has been introduced into the Michigan legislature, and the storm, gathering opposition, may pass, it is believed.

Governor Van Wagoner's lucid and fundamental statement of principles of apprenticeship is notable.

Message of Governor Van Wagoner of Michigan in Vetoing Senate Bill No. 365 on Apprenticeship

To the Presiding Officers and Members of the Senate and House of Representatives:

I am vetoing and returning herewith without executive approval Senate Enrolled Act No. 111 (being Senate Bill No. 365). This Act provides for a change in our present system of apprenticeship training which I do not consider in the best interest of a sound apprenticeship training program in the present national emergency.

MUST PROTECT LABOR'S RIGHTS

An effective apprenticeship training program is a vital phase of our national

Historic veto of Michigan sneak law by Governor Van Wagoner out- lines principles

defense effort. This program must be planned, administered, and supervised so as to provide American industry with a steady flow of well-trained workmen. At the same time it must protect the rights and interests of the apprentice himself, as well as the working man who has already passed through his period of apprenticeship. It is my firm belief that the present bill does not aid in the accomplishment of these purposes. Instead it will disturb the entire system of apprenticeship training and thus may work a hardship on Michigan industry as well as the trainees themselves.

Apprenticeship training is preeminently job training. That is, it is carried on, for the most part, within the plant. The conditions and procedures that must be worked out for each individual program for apprenticeship training are part of the employer-employee relationship in the plant.

BEST SOLUTION

While I fully appreciate the important contribution of our schools to apprenticeship training, it is my opinion that such

questions as wages, hours, the ratio of apprentices to journeymen, apprenticeable occupations, and other similar employer-employee questions can best be solved by a joint effort on the part of industry and labor. This bill does not guarantee adequate cooperation with either labor or industry, both of which are intensely and directly concerned with the problem of apprenticeship training.

Leading educators recognize the importance of employer-employee cooperation in apprenticeship training. Outstanding vocational educators charged with responsibilities in connection with the apprenticeship training program for national defense have themselves advised me that the present bill is not in the best interest of our national defense program. Similar advice has been given by competent and reliable representatives of both management and labor who understand this problem.

There can be no hindrance to Michigan's contribution to our great national defense program, and it is because I believe that this bill would adversely affect that contribution that I am obliged to withhold my approval.

Respectfully,
MURRAY D. VAN WAGONER,
Governor.

Apprentice

It is, first of all, necessary to point out that apprenticeship is essentially a program of training beginners in the skilled trades, and that by an all-round skilled trade is meant one that takes at least two years to learn. It does not, properly speaking, apply to specialized one—or two—machine jobs.

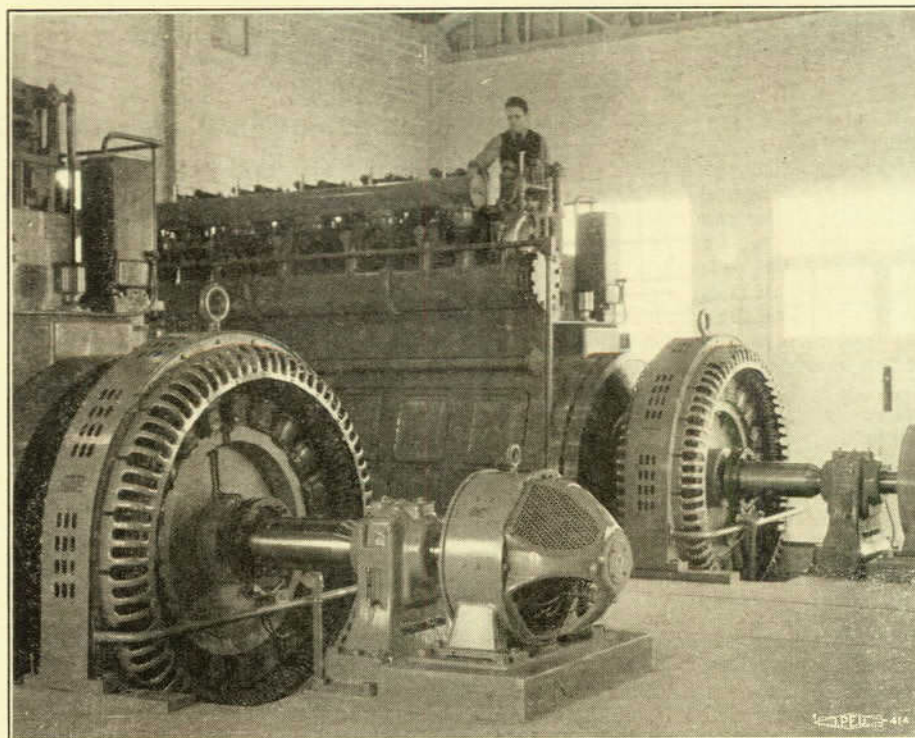
A milling-machine operator as such is not an all-round skilled worker as here interpreted; he is a semi-skilled specialist. On the other hand, a milling-machine operator who has already had comprehensive all-round experience on all other types of machine-tools is an all-round skilled worker who has subsequently specialized in a single type of machine-tool.

The first operator is limited in degree of flexibility and is lacking in comprehensive experience of such things as blueprint reading, setting-up and laying-out the job, maintaining and repairing machines, and instructing machine operators of various kinds in how to carry out their routine activities. The second, on the other hand, can do all of these things. He can adapt himself to different types of machines, and while he might not at first be quite so productive, he soon becomes proficient. Furthermore, he is not limited in the scope of his adaptability. It is, then, to this latter all-round type of work that the term *apprenticeship* properly applies.

It should also be pointed out that an apprentice is not the same as a "learner." The latter term applies in connection with occupations which, in the opinion of the industry concerned, take a relatively short time to learn.

Finally, to clarify our mutual understanding of the term *apprentice*, it should be agreed that apprenticeship is in very

(Continued on page 430)



MASTERS OF MACHINERY LIKE THIS NEED TO KNOW

—Courtesy REA.

A DINNER of national significance makes the month of August significant. This dinner is sponsored by the electrical construction industry and has for its purpose the promulgation of national apprenticeship standards worked out by a joint committee of the National Electrical Contractors Association and the International Brotherhood of Electrical Workers. The invitations were sent out to 400 guests.

**You Are Cordially Invited to Attend an
ELECTRICAL CONSTRUCTION
INDUSTRY DINNER MEETING**

To be held under the auspices of the
**NATIONAL JOINT COMMITTEE ON
APPRENTICESHIP STANDARDS FOR
THE ELECTRICAL CONSTRUCTION
INDUSTRY**

to inaugurate the
**NATIONAL APPRENTICESHIP
STANDARDS**

To be held in the Sapphire Room of the
**MAYFLOWER HOTEL,
WASHINGTON, D. C.,**
on Thursday Evening, August 14, 1941,
at 7:00 o'clock

Speakers:

WILLIAM S. KNUDSEN, Director General, Office of Production Management.
SIDNEY HILLMAN, Associate Director General in Charge of Labor Division, OPM.
DANIEL W. TRACY, Assistant Secretary of Labor.
E. J. BROWN, International President, I. B. E. W.
ROBT. W. MCCHESENEY, President, NECA.
WM. F. PATTERSON, Chief of Apprenticeship, U. S. Department of Labor.
E. H. HERZBERG, Chairman of NECA Apprentice Training Committee and the National Joint Committee on Apprenticeship Standards.

UNION WELL REPRESENTED

The National Joint Committee on Apprenticeship Standards for the electrical construction industry is composed of the following:

E. H. Herzberg, Chairman
E. J. Brown, Vice Chairman
M. H. Hedges, Secretary
G. M. Bugniazet
H. W. Maher
C. W. Spain
R. W. McChesney
E. C. Carlson
W. F. McCarter
Paul M. Geary
J. W. Collins

Public Gathering Launches APPRENTICE STANDARDS

Electrical construction industry gives apprenticeship training big push

This committee was created last spring for the purpose of formulating national standards. It is expected to be a permanent committee of the two organizations. The National Joint Committee was set up in accord with the customary procedures worked out by the Federal Committee on Apprenticeship. It stresses the cooperative relations of employers and workers in the field and democratic policies.

LOCAL PARTICIPATION

The Federal Committee on Apprenticeship

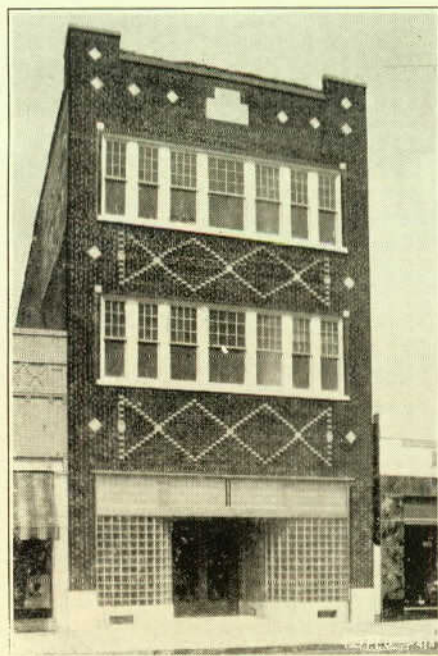
was created by an Act of Congress. The committee is charged with stimulating apprenticeship training. The real force of authority in the apprenticeship training program lies in the local joint committees of employers and workers who in their respective communities handle the apprenticeship policies. These joint committees have greatly increased during the last year.

It is expected that many industries will promulgate national standards. When national standards are promulgated, there is a tendency to stimulate the establishment of local joint committees. The electrical industry is the third industry to promulgate national standards.

(Continued on page 430)



Mayflower Hotel, Washington, where Apprenticeship Standards dinner was held.



NEW LABOR TEMPLE, JACKSONVILLE

LIKE every good family, a labor union appreciates a nice home and is willing to make an effort to obtain a spacious, dignified and commodious headquarters for its activities.

When organized labor of Jacksonville, Fla., moved into its new Labor Temple on July 1 it was like a dream come true. But to some, and especially to one of the directors of the Union Temple Association, there was sadness mingled with the joy because so many of their fellow workers who had started bravely with them in the movement to secure a united home for labor, were no longer present to see their dream become a reality. The original resolve that labor should own its home was set forth when the Central Labor Union was meeting in an outmoded residence in 1918. The two surviving members of the original Labor Temple Association are Fritz Ebert of the barbers and Brother E. C. Valentine, business manager of I. B. E. W. Local No. B-982. Brother Valentine is a director in the present Union Temple Association.

UNION-MADE LIGHTING

The new temple occupies a desirable site at 808 Main Street. It was purchased outright by the organization and completely remodeled to suit the needs of Jacksonville unions. Including the remodeling, the cost was approximately \$25,000. Noticeable exterior improvement is a handsome glass brick front. High note of interior modernizing is a new lighting job with union-made fluorescent lighting fixtures throughout the building. These fixtures were secured through Miller Electric Co., leading electrical contractor.

The ground floor of the building, which comprises three stories and basement, is entirely given over to offices for business agents of the various A. F. of L. unions of Jacksonville. The second and third floors were arranged in meeting halls of various sizes. Large suction fans were installed to keep fresh air in motion during meetings.

JACKSONVILLE *Occupies* New LABOR TEMPLE

Attractive
home contains new I. B. E. W.
offices

In order that the building might be used for labor's social life as well as business activities, a modern electric kitchen has been included and the basement will be devoted to recreation rooms. As completed, the building is an ideal union home for the locals participating.

The Union Temple Association was chartered and given legal authority to operate in the state of Florida as a non-profit, non-capital-stock association in 1935. Only unions affiliated with or recognized by the American Federation of Labor were allowed to participate. To join the association locals subscribed to certificates of purchase, with representation on a basis of the number of shares purchased. E. C. Valentine was one of the five original subscribers who applied for the charter. He is now secretary-treasurer of the Union Temple Association and a member of the building committee. Other officers include Nick Steigelman, president; J. R. Braddock, Jr., and Leo H. Hill, directors.

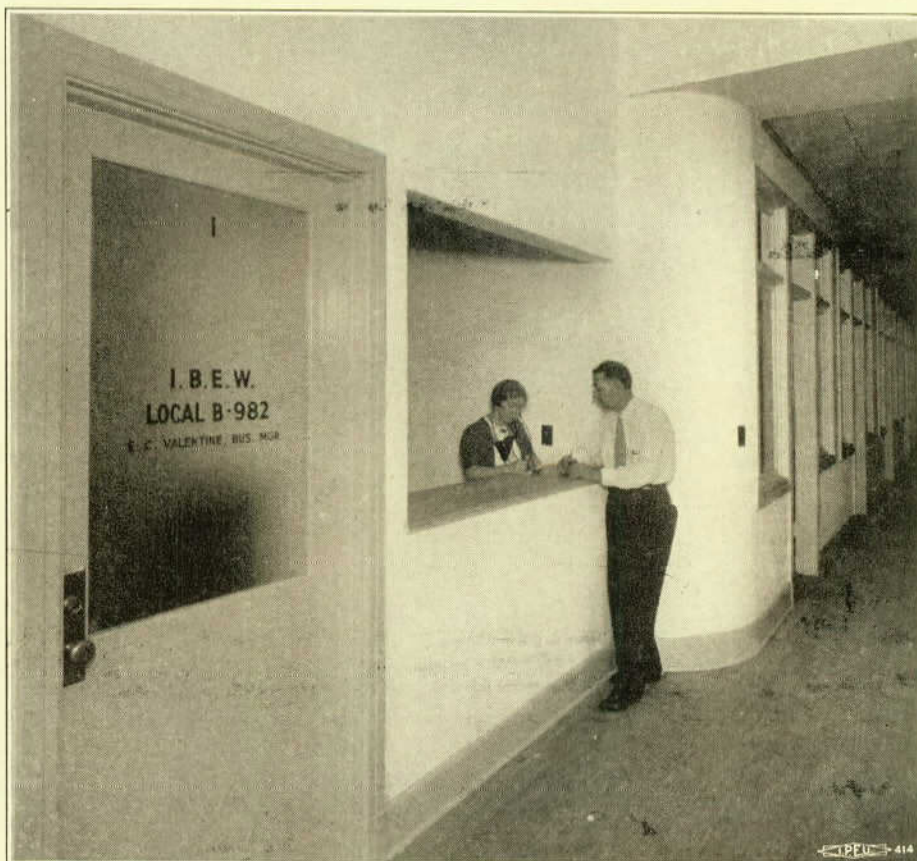
Like almost every achievement of organized labor, the new temple represents a triumph of cooperation after much frustration. In 1918 the Central Labor Union was meeting in an old house at 27 West Ashley Street, which since has been torn down. Feeling cramped and discontented with their ineffective surroundings, the unions organized the Labor Temple Association with Brother Valentine as its secretary-treasurer, and raised the necessary funds to secure a building known as the Metropolitan Club, located at 135 Riverside Avenue. Labor was then enjoying its war-time prosperity, but with the deflation which followed shortly thereafter and the anti-union drive, misfortune struck both locals and individuals so hard that after a few years the building had to be given up and the large amount of money already invested could not be recovered.

When misfortune struck

WHEN MISFORTUNE STRUCK

Like a family breaking up, the various locals sought homes wherever they could be found. The Central Labor Union and a

(Continued on page 430)



HANDSOME NEW OFFICES OF L. U. NO. B-982, E. C. VALENTINE, BUSINESS MANAGER

EVERY member of the Brotherhood of Electrical Workers owes a profound debt of gratitude to the founders of our International Brotherhood pension. Through their keen foresight and prophetic vision, these international officers formulated a pension system, whereby the members of our Brotherhood would be assured of some measure of security upon reaching 65 years of age. This formulated plan was far in advance of the establishment of our federal Social Security Act.

Local No. B-3, like all other locals of the Brotherhood, has been confronted with the serious problem of establishing a measure of security and insuring the welfare of our over-age members who are ineligible for I. O. pensions. Through the unceasing efforts of our business manager, Harry Van Arsdale, Jr., and the officers of our local, this confidence and security in the future have been assured our pioneer members.

In 1934 our business manager successfully incorporated in agreements with our employers the following clause:

"On jobs employing 10 members of the union, a member of the union 55 years of age or over shall be employed, and one such member shall be employed for each additional 10 members employed or major fraction thereof."

VALUABLE VETERANS

The effective results of this clause were apparent in countless ways. In numerous cases the wealth of experience and practical knowledge accrued by these so-called "over-age" members during their many years of labor proved to be of inestimable value to their employers. Many of our largest construction jobs in New York City have been and still are being supervised by men of the group. Through mutual consent of both parties concerned, this "over-age" clause has become an integral part of our yearly working agreements.

Due to its many years of existence, Local No. B-3 has an increasing number of over-age members. Many of these men were in danger of losing their continuous good standing in both our local union and the International Brotherhood because of their inability to pay their dues and their I. O. per capita tax. Realizing the acuteness of the situation, our officers recommended a solution, which was unanimously adopted by our members at a regular meeting in 1934 and became a part of our local union by-laws. The resolution is as follows:

"Each and every member of this local who is 60 years of age or over and who has been paying dues into this local union for a total of 15 years up to the time he became 60 years of age, and who has been for five years in continuous good standing immediately prior to the time he applies to the executive board, shall be exempt from all dues, including insurance premiums, the same to be paid by the local union."

At this point the officers of Local No. B-3 directed their energies and efforts toward a plan of alleviating another ever-present problem concerning our over-age members, those who were not eligible for

OVER-AGE BENEFIT

System of L. U. No. B-3

By JEREMIAH P. SULLIVAN, Press Secretary

New York
local advances boundaries of
Social Security. Employers
comment

I. O. pension and who, during their long years of service to the electrical industry, had gradually become physically incapacitated and were no longer able to work.

CONTRACTORS COOPERATE

A tremendous amount of thought and study was devoted to the establishment of some plan whereby this problem could be relieved.

In the latter part of 1940 Business Manager Van Arsdale suggested a pension plan to President A. Lincoln Bush, of the New York Electrical Contractors' Association. Mr. Bush, in turn, presented this idea at a meeting of the association. After a series of conferences between Mr. Bush and Mr. Van Arsdale, a joint pension plan for the electrical industry in the city of New York was evolved. This new pension plan became a supplement and part of the 1941 agreement between the Contractors' Association and Local No. B-3. It was approved on De-

cember 13, 1940. The following items are the outstanding and self-explanatory parts of the plan:

"Whereas Addenda Number Three to the agreement between the parties hereto dated December 13, 1940, reads as follows:

"To provide for the general welfare and for the purpose of relieving needs of the members of the union between the ages of 60 years and 65 years, there shall be established a joint committee of three members representing the employers and three members representing the union to study conditions with a view of establishing a pension plan to aid and assist these members; provided, however, such plan shall be mutually agreed to by the signatories hereto."

"Section 6. All Class A Journeymen, members of the union, who shall have reached 60 years of age shall be eligible to receive pension benefits hereunder if they apply therefor in the manner to be prescribed by the joint pension committee, provided that:

"a. The applicant had been a member of the union in good standing for at least five years prior to his application.

(Continued on page 442)



REWARD OF LOYALTY

Bill Manz Photo

Some of the participants of L. U. No. B-3's electrical industry joint pension plan, which lightens the worries of the older worker. They are, reading from left to right: Bottom row, Frederick Loeser, John Sutcliffe, Frederick Platow, James Pattison, Charles Morgan and George J. Graf. Middle row, John J. McCarthy, Frank Lombard, John P. Wade, Albert M. Tuttle, E. Dumbolton and Patrick J. King. Top row, Henry Scheuplain, J. E. McHale, George W. Brimlow, William A. Donovan, John J. Van Koolbergen, Fred G. Rantze, George H. Ogle and George W. Reed.

They Finally ARRIVED

At a SYLVAN SALOON

By SHAPPIE

*"Out from the dazzling rainbow spray
A beautiful siren calls.
But those who heed her wild, sweet song
Find death in the depths of the falls!"*
—Shappie.

THE river had narrowed down to about 50 yards in width. The cliff we stood on was so worn away underneath by the ceaseless friction of the water, during countless ages of time, that it seemed as if even our slight weight might send it crashing down into the jungles below. The hull river was a tossin', roarin' cascade of white water, descendin'—down—down—wid irresistible force into a vast boilin' cauldron, far beneath, from which, as if in a furious rage at this abrupt interruption to its mighty onrush, it boiled out an' swept away, almost at right angles. A glitterin' rainbow hung resplendent in the high-risin' spray which settled back upon us in a fine misty rain. The thick sombre walls of timber on the banks seemed to crowd in upon the scene as if jealous of any intrusion. We were both strangely silent as a feelin' of awe crept into our souls at this mighty exhibition of nature's grandeur. Unconsciously I must have stepped to the very edge of the rock. As I gazed at the swiftly-flowin' water, the rock I stood on seemed to glide out into a misty boundless region. The feelin' came to me that all I had to do was to spread out my arms, like wings, an' soar away into a new world of space. I may have made an involuntary movement ahead for Jules' voice broke the spell as he shouted,

"Back, Terry, back!" an' swung me, with a swift clutch on my shoulder, away from danger. The misty world faded but

"He opened a door and stepped into a spacious barroom"

as the falls came back into my view they had changed from the bright vision of a moment ago. A black cloud had swept over the sun—the rainbow had fled—the curtain of mist was a bleak, sullen veil. I shivered as a cold breath of air swept across my face.

SINISTER SPIRIT

It's a good thing for the Irish that you were not alone, said Slim. How do you account for your experience?

Jus' this way, Slim. Some people are more subject to hypnotism than others. A strong-willed man, taken unawares, might not resist its influence. Manny of the Irish, with their strong belief in the supernatural, would be aisy subjects. Manny people dare not stand near the edge of a roof on a high buildin'—some sinister force—hard to resist—seems to impel them to plunge into space. I was caught unawares an' afore I realized it I was overcome by the spell of that swift-flowin' water. That warnin' was all that I required an' niver again was I caught off by me guard. Since then, dizzy space has niver had any terrors for me an' I have climbed a lot of flag poles an' topped big trees. Me an' William. Is that right, William?

You did all the dangerous ones, said Bill. Well, stop yer interruptin', Uncle, an' let Terry go on with his adventures.

Jus' as we were lavin' the falls, Jules

said, "Injun is say dat dere is evil speeret in dose fall dat is all de tam wait to lure peep to death—bah gar! I t'ink, mebbe, she is draw you into dat rapide wit' her if I is not here to break dat spell, huh?"

"Mebbe, ye're not far wrong at that," said I, with another shiver as we turned away. Jus' then the sun emerged from behind the black cloud—the rainbow, in all its brilliant hues, shot back into the scene.

"See, w'at I is tole to you," said Jules. "Dat black cloud is show dat speeret, she is angree, w'en she is not get you, now she is set de 'chantmen' again."

THROUGH THE FOREST

Our trail led into a stand of pine. So dense was the growth that hardly a stray shaft of light penetrated through it to give us guidance through the semi-gloom. How Jules, with his head hidden in the canoe, managed to follow the narrow windin' trail without damaging it or gettin' it knocked off by his shoulders, was a marvel. Finally, we emerged, with blinkin' eyes, into the bright sunlight. The trail, overgrown with nature's carpet of moss, made for aisy restful walkin' an' led us through an open stand of grand, wide-spreadin' beech trees—a natural park, unmarred by the hand of man.

"Dose Injun," said Jules, "Is mak dis trail long tam ago an' she is de bes' trail on de hol' reever."

"It would sure beat Mrs. Murphy's corduroy road," said I.

As we trudged on the roar of the falls grew fainter an', at last, was lost to hearin'. The river had widened out again, an' where the path led down to the water, we embarked wance more. We passed a number of streams tumblin' into ours, some of them of a fair size, but beyond these the river narrowed again. Tall, sombre-cloaked spruce trees crowded down to the water's edge as if disputin' its right of way. Here an' there, among them, flickered slim, white birches, like fleshless skeletons. Game became more plentiful an' quite often, we would see deer pause for a moment to stare at us, an' then lope swiftly away over trails long travelled by forest kin.

Vivid flashes of blue shot through the air, as kingfishers, with shrill chatter, dove down to the river's surface an' rose again with hapless wrigglin' minnows in their beaks. Occasionally a black bear floundered clumsily through the bushes along the shore.

"Mebbe," I said, "we had better land so that ye can have a heart to heart with wan of yer friends."

"Non! Non!" said Jules. "Dose bear, she is sleep all las' winter, an' now, she is so mooshe starve for eat dat she 'as no tam for talk wit' me."

We kept up our steady monotonous paddlin' an' gradually the sun slipped down behind the serried timber rim of the west in a blaze of crimson. Twilight filtered in an' then we were enveloped in the black of a moonless sky.

"We is soon get to de village now, Terry, w'ere we is stop for de night—mebbe 'alf an hour."



SHAPPIE'S STORIED RIVER

(Continued on page 440)

The following concise instructions to local union members as to how to fill out weekly research reports appeared in the July "Flasher," Local Union 418's house organ.

THE business manager reports that very good cooperation was had during June, with the members turning in their May time cards, and he wishes to thank all of you who got them in on time. A few were late and some failed to get theirs in at all, for which there is a possible fine of \$1.

When making out monthly time cards, please pay attention to the instructions sent you with the cards and follow the guide submitted below. In order to clear up some of the questions raised, the following additional instructions are added.

TRADE CLASSIFICATION

The classification refers to your personal classification, such as wireman, lineman, meter repairman, etc. If you are a foreman, indicate that also. If you are doing maintenance work, please so indicate, as electrician-maintenance.

Always start your daily time record on the first of the month and show the time actually worked during the month, not the time that you get paid for. Don't just show four full weeks because you get paid four times during the month. Very few months have only 20 working days. June, for instance, has 21. It just happens that the 1st of June comes on Sunday, so your time starts on that day. If the month starts on Thursday, then start your record on Thursday. You will note below that

LOCAL UNION *Effects*

Timely REPORT Card

Pasadena
gives instructions to members for monthly reports for
RESEARCH DEPARTMENT

there is one working day in the fifth week for June.

The card below indicates that Mr. Doe, a foreman wireman, worked his regular 40 hours the first week and earned \$50.00. (Don't pay any attention to these rates.) The second week he got in two hours' overtime on Wednesday, which was at time and one-half. The third week he worked on Sunday, at double time (show only as 8 hours, not 16 hours), which is recorded in the overtime column. During the fourth week he lost one day because of no work, one day because of sickness, and worked three days. The fifth week, covering June 29 and 30, he worked one day. Despite the fact that he did not get paid for this day until the next month, it should be shown as having worked it in June and having earned the \$10.00.

Across the bottom line include all of the totals, as shown above; total hours at straight time, total hours' overtime, total time off for each reason, and the total amount earned. From this last figure your dues for the following month are determined, unless previously set by your daily rate or unless you are working out of town on permit.

NO EXEMPTION FOR ABSENCE

Despite the fact that you may be required to turn in a time card by another local union if you are out of town, you will still be required to turn one in to this local union.

Overtime: Some confusion has arisen because of the peculiar overtime condition for city employees. The only time that should be shown in the overtime column is the one and one-half time. Hours worked between 4:30 and 9:30 P. M. or other straight time hours should be shown in the straight time column. If you work by the month and have to take your overtime (if any) off, then you are

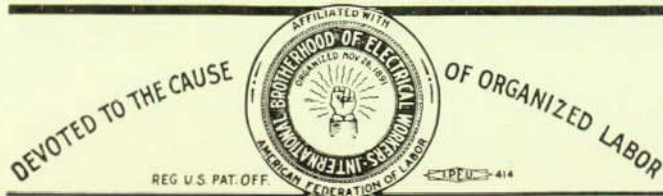
(Continued on page 435)

HOW TO MAKE OUT A WORK REPORT

Residence Phone <i>Ly 12345</i>		MONTHLY TIME CARD		Month Year <i>June 19 41</i>											
Name <i>Doe, John</i>		Address <i>42 E. Walnut St. Pasadena</i>													
Classification <i>Wireman Foreman</i>		<input type="checkbox"/> Jrymn. <input type="checkbox"/> Appr. <input type="checkbox"/> Helper <input type="checkbox"/> Misc.													
Week End- ing	Employer	S	M	T	W	T	F	S	Weekly Total		Hrs. lost pr. week				Amount Earned
									Str. Time	Over Time	No Work	Sik	Acci don't	Wea ther	
<i>7th</i>	<i>Loy. J. Electric</i>		<i>8</i>	<i>8</i>	<i>8</i>	<i>8</i>	<i>8</i>		<i>40</i>						<i>50.00</i>
<i>14th</i>			<i>8</i>	<i>8</i>	<i>10</i>	<i>8</i>	<i>8</i>		<i>40</i>	<i>2</i>					<i>53.75</i>
<i>21st</i>		<i>8</i>	<i>8</i>	<i>8</i>	<i>8</i>	<i>8</i>	<i>8</i>		<i>40</i>	<i>8</i>					<i>70.00</i>
<i>28th</i>					<i>8</i>	<i>8</i>	<i>8</i>		<i>24</i>		<i>8</i>	<i>8</i>			<i>30.00</i>
<i>30th</i>			<i>8</i>						<i>8</i>						<i>10.00</i>
Wage rate <i>10.00</i>		Overtime Rate <i>1 1/2 hr 2</i>		Totals for month					<i>152</i>	<i>10</i>	<i>8</i>	<i>8</i>			<i>213.75</i>

JOURNAL OF ELECTRICAL WORKERS

OFFICIAL PUBLICATION INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS



Volume XL

Washington, D. C., August, 1941

No. 8

Congratulations, America In the year of emergency just completed, the United States of America is to be congratulated upon the good sense and coolness with which it has operated its defense program. Measured by the first World War period, there has been little hysteria and much firmness of purpose. The fact is, despite the usual delays, overlappings, back-firings, recriminations, mistakes and blunders, this country has done a colossal job in 12 months' time. Looked at in retrospect, we can say that the first year of defense preparations has been a great success. More than 1,500 modern planes are being delivered each month, battleships are being completed in record time and are leaving the ways. Forty-six great cantonments for soldiers have been erected and occupied.

The beginning of an army has been made and through all this America has kept calm and serene in spirit. Labor has played a tremendous part in these preparations. Despite all maligning of the labor movement, it has delivered the needed workers at the proper places at the right time.

No hymns of hate have been sung during this period. With determination and with moderation this great country has faced a crisis as it needed to be faced. This simply means that we are a united people determined to defend our ancient liberties and guide our country to a haven where men can keep their self-respect and shape their own destinies.

Defense Bonds Our international organization and its constituent local unions have bought thousands of dollars worth of defense bonds during the past months. This is as it should be. National Defense Bonds are issued in three types. Series E are for purchase by individuals. Series F and Series G are for purchase by associations, companies and corporations. Series F bonds are sold in denominations of \$100, \$500, \$1,000, \$5,000 and \$10,000. Series F bonds are sold at \$74 for \$100 bonds. At the end of 12 years, if the bond is held that long, it will mature at \$100. If it is necessary for the purchaser to sell the

bond before the maturity date, it can be turned in and the purchase price plus the accrued interest will be paid.

Local unions considering the purchase of these bonds might well remember that during the first great war, many local unions purchased Liberty Bonds in denominations of \$100 or larger. After the war was over, and before the callable date of these bonds, these bonds were selling in the open market at a large discount. A purchase of Series F of the National Defense Bonds would obviate any loss by discount for the simple reason that the government guarantees to pay the principal plus the accrued interest at the time of the sale.

Travelers This office has received a number of letters from traveling members of the Brotherhood expressing the opinion that some of our local unions are over-charging them while working in the jurisdiction of such local unions, and our attention is called to the fact that when a member is working away from home he is being subjected to living expenses in both his home locality and the locality in which he is working. Also he is paying dues in his home local union as well as paying that which is required by the local union in whose jurisdiction he is working. As a result of such complaints we desire to make the following comments.

The main point in making these comments is that it is unfair to expect traveling members to contribute more to that part of the dues which remains in the local union treasury than local union members contribute.

A traveling member has very little, if any justification for objecting to paying an amount equal to that which is paid by members of the local union in whose jurisdiction he is working, and we can think of no reason for lending condolence to anyone who objects to paying his pro rata.

One of the most satisfactory systems of collecting dues that we know of is where local unions charge dues on a pro rata basis of what a member's earnings are. In some instances the dues are arranged for by by-laws on a basis of a minimum dues of \$3 per month, plus a percentage of earnings, and where local unions have adopted this system they then charge the traveling member the same amount of percentage (less minimum dues) that is being collected from the members of the local union.

For illustration, when the minimum dues are \$3 per month plus a percentage of earnings, the traveling member not depositing his card then pays the same percentage of his earnings to the local union that is collected from the other members and maintains his dues in the local union he is a member of.

It is well also to consider that when a member is out of the jurisdiction of the local union of which he is a

member, his local union should take these factors into consideration and collect only the dues, plus, of course, whatever monies are necessary for such benefits as sick benefits, local union death benefits, etc., which he may be carrying in the local union.

It is to be definitely understood that this is a commentary only and is not to be construed in any manner as a mandate from this office. Also if a local union considers adopting such a system or a similar system it must be adopted in accordance with the constitutional procedure of adopting by-laws.

Prices and Wages For a while the inflationary trends in the United States were concealed. This is partially due to government statistics themselves which get their returns from well-established employers and not from new employers or new industries. The newspaper reports from the price control man, Leon Henderson, were at first optimistic. Now it appears that he himself believes that he has neither the wisdom nor the legal power to control prices. He can only hinder their rise. This all figures out, therefore, as a condition leading to inflation. Be it remembered that inflation is the foe of the workers' pay envelope. The worker gets more money but the money value is less. If inflation continues, it will mean that the cost of living will mount high and the United States will be in for a post-war crash of great magnitude.

Against the dismal background of these economic trends, Leon Henderson, price control man, has warned against wage increases. Mr. Henderson conditioned his warning. He does not believe in too-abrupt and too-large wage increases. The law of supply and demand seems to sleep in a period of scarcity, and awakes and goes to work in a period of abundance. We are now in the midst of a period of abundance. Employers themselves seem content to raise wages in order to keep trained workers, and the spiral mounts. The sensible thing for workers to do is to protect themselves by *not* insisting on wage increases that will reflect rapidly back into the cost of the product and, therefore, add to the cost of living.

Inside CIO Ben Stolberg in the American Mercury for August:

"Murray has been at the head of the CIO for almost 10 months, yet Lee Pressman, the generalissimo of the communist fellow-traveling line in the CIO, is still its all-powerful general counsel. Len DeCaux, the editor of the CIO News, is still running CIO publicity along cautious but clear party lines. The CIO News is constantly glamorizing the pro-communist leaders in the CIO—Bridges, Quill, Orton, Mortimer, Curran, etc. In many of his policies, Murray is also forced against his judgment and will to follow the party

line. Originally he favored the lend-lease bill, and was going to testify in its favor. But at the last minute he knuckled down to communist pressure and came out against it. He is, of course, fully aware that certain communist-controlled CIO unions are in strategic positions to exercise GPU and military espionage—the National Maritime Union, which permits party units on board ships on the Atlantic seacoast; the American Communications Association, which controls the radio operators; and the Federation of Architects, Engineers, Chemists and Technicians, a union which has several hundred members employed in the Brooklyn Navy Yard alone. Yet he has never said a word about this sinister situation."

Another Marxist Recants Lewis Corey, who has written widely in this country as a communist or near communist, writes in the May issue of "Frontiers of Democracy":

"As an old Marxist I am compelled, in the interest of the ideals for whose realization I worked, to conclude that Marxism is dead as a progressive social movement."

This is as forthright a summary of the position of all sagacious and honest men as anyone would want. Yet American communists are taking the spurious and poisonous philosophy and trying to act upon it and to secure control of the American labor movement by pressing it.

We have pure food laws in this country which forbid druggists from selling poison and grocers from selling adulterated foods to American citizens. We do not have pure ideal laws which forbid wild men from peddling poison to human minds.

Building Morale Tough days are ahead. Wise men, therefore, will consciously build up within themselves the energies and forces to meet crises and emergencies. This can be done by not dissipating energies in occupation with non-essentials. Rest and vacation are important; work is a prime disciplinizer; reading tonic books on the brave history of one's country and the biographies of brave men contribute. For defense preparation, cool deliberation, thoughtful activity, free from anger and bitterness, are better than fuming cynicism. Above all else banish fear and despair. Believe in the power of the human will to accomplish. Ours is a great tradition, a tradition of doing, of gallantry, of winning over odds. Remember Daniel Boone, Kit Carson, the heroes of the Alamo; think upon Abraham Lincoln often; recall Samuel Gompers often; remember the Panama Canal; go gaze on Boulder Dam. Do not forget Americans have subdued a continent; no enemy without can conquer us, only our own negligence, stupidity and inertia are real foes.



Woman's Work

—IPCU—414



RIISING FOOD PRICES ARE AGAINST PUBLIC INTEREST

By A WORKER'S WIFE

1. Everybody knows food prices are rising.
2. Some few—notably food processors—may know why.
3. Does anybody know how to arrest this alarming trend?

Do American consumers have to pay for defense twice—once in taxes, once in increased prices on daily consumption needs? Sharp increases in the cost of commodities, particularly foods, are recorded each month. This is directly in defiance of the law of supply and demand because of a tremendous carry-over of farm produce. Cold storage holdings of meat, dairy and poultry products at the beginning of this summer stood far above the five year average. Moreover, because of favorable growing conditions a bumper yield is expected this year. Possibility of export to many European countries which would like to have food supplies is cut off because of the war and the shortage of cargo ships.

At a national nutrition conference held in Washington recently it was stated that 40 per cent of American consumers do not get enough food, or the varieties of food they need for adequate nutrition. Yet instead of combining the tremendous supply of food available with the proved needs for better nutrition so that a lavish flow of meat, eggs, butter, milk, vegetables and fruit would be flowing from the farms onto the tables of our people SOMEBODY has decreed that it is better to increase profits. In some instances labor has received wage increases; also employment has risen somewhat—therefore ALL consumers are considered able to pay higher prices! And so the vicious spiral of inflation starts with the sharpest blows falling on those least able to bear them.

When in addition to higher food costs many workers must pay more for rent, clothing and house furnishings, all of which have increased, as shown by the Bureau of Labor Statistics, the natural impulse is to demand wage increases. However, any action which will disrupt production, particularly defense production, is regarded as unpatriotic. This belief is certainly shared by A. F. of L. union members as a group.

Isn't there some way to make those who control prices be patriotic, too? We have been told about the "hidden hunger" of those who get enough to satisfy the appetite but not the right kinds of food to give adequate nutrition. Let's talk about the "hidden consumer demand" of those who would like to have an adequate

diet but can't afford it. It was argued that a "gold standard" diet for all would make America strong for her own defense. Who knows how to bring it to all consumers?

"Trust-buster" Thurman Arnold has vaguely reported an investigation into the food-processing industry. If anything has been accomplished we don't know it.

"Price-controller" Leon Henderson doesn't seem concerned about food; doesn't seem to know how far his authority extends anyway.

Surgeon-General Thomas Parran has publicly stated that "Those whose budgets do not permit them to buy what food they need are the responsibility of all of us."

So far all we have is government assistance in the form of the food stamp plan, school lunches, and other subsidies to part of the lowest income group. What we want is control of prices of consumption goods for the benefit of a very large part of the population who are working and earning incomes that would be adequate if prices were stabilized at moderate levels. The inflationary trend should be checked. If governmental authority is lacking it should be provided.

In case you did not see the articles on nutrition in the July JOURNAL (pages 348, 349 and 358) we publish again the diet list which is intended to give you the full quota of vitamins, minerals and other food essentials. Each item on this list is regarded as necessary to maintain vigorous health.

NUTRITION STANDARD FOR DAILY DIET

One pint of milk for an adult; more for a child.

A serving of meat.

One egg or some suitable substitute (nutritionally speaking!) such as navy beans.

Two vegetables, one of which should be green or yellow.

Two fruits, one of which should be rich in Vitamin C, found abundantly in citrus fruits or tomatoes.

Some butter (or oleomargarine enriched with Vitamin A).

Breads, flour and cereal, most or preferably all, whole grain or enriched.

Other foods to satisfy the appetite.

Marketing tips: To get the most for your money, study food prices with due regard to "specials" before you go to the store. If you can manage it, make out menus for an entire week so that you can buy staples in quantity all at one

time. Perishables, such as meat, should be purchased at shorter intervals.

Study to determine how many servings there are to the pound in various cuts of meat, fish, etc. For example: pork chops, boneless pot roast, filets of haddock, canned corned beef, frying chickens. By determining how many servings you may expect to the pound, you will be able to buy the right amount so that everyone will have enough, and yet avoid waste or annoying left-overs. Also by dividing price per pound by the number of servings per pound you'll get the price per serving and be able to determine which are the really high-priced meats. Learn how to prepare lower-priced cuts attractively.

A similar process will enable you to determine the price per serving of various fresh vegetables and fruits. Those which have to be shucked or peeled don't give you as many servings per pound as those which only need to be trimmed.

Watch the grades and sizes when you buy foods packed in cans or containers. Buy larger-sized packages of foods you can use up before they deteriorate, as the larger sized usually are priced less per ounce. Where there are several different brands, check prices and sizes to determine which is the best value. Also watch for government grades—A, B, C, on canned goods. For some purposes the middle or lower grades will be satisfactory, just as nutritious, and lower priced.

Government grades on meat should be an index to price. They range from Prime (best) Choice, Good, Commercial down to Utility (for beef, veal and lamb.) This grade should be stamped on the meat in purple coloring. Stores usually do not carry more than one grade but you should be sure you are not paying top price for medium quality. Buy meat in person if you possibly can. The butcher will be far more careful about trimming and weighing if you are showing a keen interest in the process.

Shop around among the various groceries in your vicinity to see which offers the best values. The cash-and-carry or the cooperative store usually will save you money over the charge-and-deliver if you can get to it. The "bargains" in quality and price come to those who go after them first thing in the morning while stocks are fresh.

Provide as well as you can for food storage in your home. That means good refrigeration for perishables, well-arranged shelf space for staples. Keep close check on supplies on hand, particularly perishables, so that nothing is wasted by spoilage.

Women's Auxiliary

WOMEN'S AUXILIARY, L. U. NO. B-18,
LOS ANGELES, CALIF.

Editor:

The business meeting of June 26 was well attended. Several members, long absent from our midst, were warmly welcomed. Two new members were initiated.

At the conclusion of an interesting session, Sister Underwood and her committee served hot coffee and really delectable doughnuts.

A very satisfactory representation of Local Union No. B-18 membership came to join us for refreshments at the close of their meeting. Everyone had a good time. And we think a word of thanks to the Brothers for their cooperative spirit is timely.

A beach supper at Venice for auxiliary members and families was voted a complete success by all who attended. Food was delicious and plentiful. The party also went on to Ocean Park to take in the sights, and Hester Smith enlivened the affair greatly by her expert(?) rodeo riding. The Barrel-Roll, too, afforded considerable amusement.

The regular business meeting for July was especially noteworthy because of the report of the fine work done by Sister Phoebe Koeb in visiting members of L. U. No. B-18 who are ill.

Many of these Brothers have been ill a year or more and are pathetically glad to have someone come to visit them. They are delighted to be remembered and eager for news of the men they have worked with. The local provides the cigarettes and magazines, etc., which Sister Koeb takes on her sick calls.

It appears that she is representing both the local and the auxiliary in this splendid work, and we all salute her!

Treasurer's audit report was read and approved. Sisters Simmons and Janssen were appointed to serve on social committee with Gertrude Underwood, chairman. The ways and means remains unchanged.

The members voted to use some of the money from their treasury to buy government Defense Bonds. Also, to make a donation of a sum of money to the Children's Home Society of California.

Many of our members are vacationing, and word comes from Edith Gahagan in the Northwest that she is having an enjoyable time visiting her old home and many friends.

There was a good attendance at meeting and the social committee served coffee and home-made cakes. Auxiliary and local members alike enjoyed that.

VEVA FRIZELLE,
Press Secretary.

1752 S. Bronson Ave.
(Acting for Edith Gahagan.)

WOMEN'S AUXILIARY, L. U. NO. 512,
GRAND FALLS, NEWFOUNDLAND

Editor:

This being my last report of our auxiliary affairs until October next, as we have decided to cease all meetings during the summer months, I shall endeavor to give a description of our activities since my last letter to your esteemed JOURNAL.

On May 7, 1941, a meeting was held to discuss some business left over from a former meeting and to make arrangements for a card party. This was duly held, was well attended and we realized a very satisfactory sum to add to our funds. At this meeting we were very pleased to welcome three new members, Mesdames Allen, Colford and Janis.

On June 1, a meeting was held to arrange for another card party, to be held in the Parish Hall. This was a public card party, the proceeds to go to the Lord Mayor of London's Fund. This affair was very well attended. Tea and the usual dainties were served by the members of the auxiliary. We realized a goodly sum, and this has been sent to the above named fund.

The first prize of \$5 was won by Mrs. C. Parsons, who promptly turned it over to the treasurer to help swell the amount. Our grateful thanks are due to Mrs. Parsons for her very nice gesture, and we hope that our contribution to this very deserving fund may prove of some help to those sadly stricken people, while, at the same time we must register our deep admiration at their marvelous courage in standing up to the terrible ordeals through which they are now passing.

On June 17 a dinner was held in the Parish Hall to welcome Brother James Broderick, international delegate of I. B. E. W. Accompanying him was Grant Burnell, I. B. P. M. and H. Oxford, I. B. P. M. The other guests were Mr. and Mrs. W. H. Morrow, Mr. and Mrs. Robert Brown, Mr. and Mrs. D. Harvey, Mr. and Mrs. James Hannaford, Mr. G. Cater and Miss Cater, Mr. and Mrs. A. Rowe.

The toast list was as follows: The King—Response, the National Anthem; the International—pro, J. C. Sullivan; response, James Broderick. The Ladies—pro, R. W. Sullivan;

NEW GEORGIA AUXILIARY

Report is that the wives of members of L. U. No. 923, of Augusta, Ga., are busily engaged in getting a women's auxiliary off to a fine start.

response, Mrs. Ron. Griffin. Our Boys Overseas—pro, Henley Noel; response, James Hannaford.

The tables looked charming and reflected great credit to the C. of E. ladies auxiliary. The color scheme was lovely and the dinner, from soup to sweets, left nothing to be desired. After dinner dancing was indulged in, the music for same supplied by Mrs. Paul Shapleigh, Ron. Sullivan and Louis Arnold.

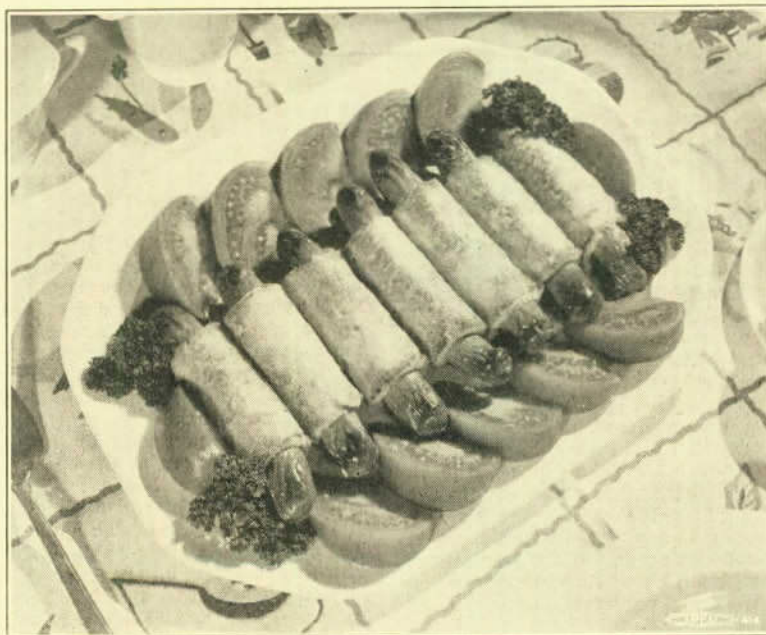
And now may we say how glad we were to have had the privilege of meeting Mr. Broderick again, and we send our greetings to Grant Burnell, also to Mr. Oxford.

Our summer so far has been nothing to boast of. But seems to improve gradually, and we probably will get plenty of fine days ere the summer has gone. But, if we don't, a few showers of rain won't hurt any of us, as long as showers of bombs keep away.

So with best wishes I take my leave and hope a much abler pen than mine shall greet our JOURNAL in October.

Au revoir from Newfoundland.

AGNES M. SULLIVAN,
Press Secretary.



Courtesy National Association Service.

THE GREAT AMERICAN HOT DOG

By SALLY LUNN

One of the handiest items for a summer meal, whether you're at home, cottage or out on a picnic, is the luscious hot dog. Right on hand at the nearest meat counter, quickly cooked, economical.

Just for fun, try a new style hot-dog-in-a-roll, this way; you could even take them on a picnic to cook over a charcoal grill:

Sliced enriched bread.
Quick-melting cheese.

Frankfurters.
Butter.

Remove crust from the desired number of bread slices. Spread one side with quick-melting cheese and wrap this around a hot dog, plain side out. Fasten bread in place with toothpicks or skewers. Brush outside of each roll with butter and broil slowly until bread is evenly browned and hot dogs are thoroughly heated. Serve immediately.



Correspondence



Massachusetts State Electrical Workers Association

Editor:

The spacious and beautiful meeting hall of Local No. 268, Newport, R. I., never presented a more animated and pleasant scene than it did on the morning of May 9, 1941, the occasion of the thirty-first semiannual convention of the Massachusetts State Electrical Association, in conjunction with the newly-organized Rhode Island State Association.

The delegates began to assemble a little before ten o'clock, determined to make this convention the best ever. International Vice President John J. Regan, president, and Walter ("Silver Top") Kenefick, secretary-treasurer, took their stations and the convention was opened.

The minutes of the previous convention were read and committed to the records. The roll call of delegates provided real interest, because delegates from locals great distances from Newport were present. Visitors from many locals in Rhode Island and Massachusetts and Local No. B-3, New York City, were introduced, with the result that many new friendships were added to our long and fast-growing list.

The committee of Local No. 268, in charge of making our stay in Newport a pleasant one, was comprised of President Ben Reynolds, Vice President Floyd Crowley, Financial Secretary Ralph O'Neil, Recording Secretary Joseph Behan, Treasurer S. P. Barrett, Joe Fogarty, L. L. Phillips, W. Burns, E. Camel, Axel Abrahamson and G. Cook.

The above-named committee did all things humanly possible to make our stay one of the best we have ever experienced. The R. A. R. meeting, captained by International Representative Walter Kenefick, was, I believe, the best session we have had in years. But the payoff was after adjournment. The R. A. R. decided that before entering into the arms of Morpheus that a little snack would aid us no end in meeting the problems of the next and closing day of the convention. Under the leadership of Admiral Silver Top Kenefick we eased out of the back door of the Elks Club and proceeded along the quaint and narrow streets of old Newport as the bell in ye olde belfry struck 2 a. m. In and out of restaurants, cafes, taverns and night clubs we wandered, pleading for that longed-for cup of coffee, but each of the proprietors had the same song to sing: "the chef's gone to bed." Then at long last we spied a broken-down cafe at the end of the street, down near the docks, loaded with real fighting American tars—(Yep, the fleet was in). Admiral Kenefick gave the command and the American sailor, as usual, when recognizing a fellow American in trouble and far from home, made moves in every direction to the end that our hunger was appeased. Finally, back to the hotel and to bed.

For the purpose of making sure that the delegates would be anxious to return to Newport again, the committee on the following day, between sessions, arranged a

READ

St. Lawrence waterway by L. U. No. 363.

Correction of sectional prejudices by L. U. No. B-124.

Zinc and its value by L. U. No. B-1073.

God bless America by L. U. No. 245.

Defense problems in the South by L. U. No. 765.

That fight at Consumers Power by L. U. No. B-876.

Progress in I. B. E. W. by L. U. No. 413.

Job variety by L. U. No. B-28.

These letters keep up the customary standard of vital correspondence.

boat trip on Newport Harbor. If there were any doubt in the minds of the delegates as to this nation's intentions relative to the defense of America it was quickly banished while we stared in amazement at a portion of our country's fleet as it lay moored in Narragansett Bay. For obvious reasons, we will not name the ships nor shall we give the number that it was our great pleasure to gaze upon. But there they were, riding at anchor, large and small, great defenders of our way of life, ready to move at a moment's notice to defend our shores and to carry our flag to victory, for the only worth-while existence on this earth.

The mayor of the city of Newport was the first to be presented by International Vice President Regan at the opening of the afternoon session. His remarks, though brief, were to the point, and his good wishes for the I. B. E. W., its officers and members were greeted with great applause.

Brother Al Frank, examiner of electricians, Commonwealth of Massachusetts, was the next speaker. Al Frank's talks with us are always timely and well put.

John Kapp and John Kelley, Local No. B-3's representatives in Rhode Island during the Leviton difficulties, explained in detail Local Union No. B-3's problems relative to their great organization plans. Their remarks were met with thunderous applause. Kapp and Kelley are great representatives of a great local union.

Business Manager Major Capelle, Local Union No. 103, in reporting for the city of Boston, spoke at great length on the problems that are confronting most local unions today. His explanation as to how they are met and treated by Local Union No. 103 was a masterpiece, to put it mildly.

Business Managers Bart Saunders, Local Union No. 104; Arthur Myshraill, Local Union No. 396; Leo Mellyn, Local Union No. 717; I. E. C. Member Frank L. Kelley, Local Union No. 103; Business Manager Major

Capelle, Local Union No. 103, and the writer introduced a resolution to the convention protesting the sale of the Boston Elevated power department to the Boston Edison Company. The secretary was instructed to send copies of the resolution to all Boston newspapers, the trustees of the B. E. Ry. and the governor of the Commonwealth of Massachusetts. This he did, and we are happy to report that this resolution and the continued fight by those who wrote it defeated the purpose of those interested in this piece of highway robbery.

The Massachusetts State Electrical Workers Association has postponed its October meeting because of its nearness to the I. B. E. W. convention to be held at St. Louis, Mo., October 27, 1941. We are looking forward with great pleasure to meeting our many friends in St. Louis in October.

JOSEPH A. SLATTERY,
Business Manager.

L. U. NO. B-1, ST. LOUIS, MO.

Editor:

St. Louis is at this time in the midst of a heat wave. It has been 100 degrees for several days with no relief in sight.

Several weeks ago Local Union No. B-1 held their election for delegates to the convention at which St. Louis has the honor of being host. I see in the July issue of the JOURNAL that several elections have been held, and by the time this letter is read I expect most delegates will have been elected.

August 2 is the day set for our famous annual picnic. It is being held at Westlake Amusement Park. Not that electricians need a lot of entertainment other than what they provide themselves. The grand prize this year is a 1941 Plymouth two-door sedan. The picnic is given each year for the relief fund and is well worth the money for the time we have.

Our new agreement has recently been signed with the Electrical Contractors Association and the individual contractors and is very favorable to our union.

A big accomplishment made by our officers recently was the signing of a closed shop agreement with the Schaefer Brass & Mfg. Co. The employees received an increase in wages and vacations with pay.

Special: Edwin F. Guth Fixture Mfg. Co. is still on the unfair list.

M. (MACK) MCFARLAND,
Press Secretary.

L. U. NO. 6, SAN FRANCISCO, CALIF.

Editor:

The officers of Local Union No. 6 for the ensuing two years, elected June 18 and installed July 2, are: President, J. J. Nunan; vice president, C. W. Bowman; recording secretary, Allan Pultz; financial secretary, William Gimmel; treasurer, Robert Monroe; business manager, Charles J. Foehn. Executive board: William Gimmel, chairman; J. J. Nunan, Robert Monroe, Richard Maas, N. J. Siggins, Fred Desmond, Allan Pultz, secretary. Examining board: Frank Arnold, chairman; Warren Healey, Frank Raye, Merritt Snyder, Harry Rogers, secretary.

Men In the Field



WILLIAM F. STEINMILLER
International Representative



E. J. DAVIS
International Representative



JAMES BRODERICK
International Representative

Local Union No. 6 with its geographical location in the center of 12 shipyards, private and government operated, Army and Navy bases, air bases and cantonments, is keeping Business Manager Foeht and his staff as busy as the proverbial one-armed paper hanger.

Through our affiliation with the California State Electrical Association, comprised of some 40 local unions, we have so far handled the problem of labor supply, but expect shortly to contact locals throughout the Brotherhood.

With an estimated falling off in building construction of some 400,000 men by December, 1941, and the peak in shipbuilding and other projects incident to defense not due until November, 1942, the problem of labor supply at this time is not in the recruiting of new members as much as it is in the rerouting of I. B. E. W. members so there will be a constant flow of men without loss of time or money. Local Union No. 6 will cooperate fully with I. B. E. W. members desiring to travel but advise all Brothers to clear through their respective locals. Do not jump from job to job or city to city, which not only causes friction between us and our employers but strained relations between our sister locals. So members are cautioned to get their statistics straight before starting out and avoid loss of time and money.

At the recent conference held in San Francisco by our International Office, Local Union No. 6 and its sister locals around the Bay Area had the pleasure of meeting International President Ed J. Brown, International Secretary G. M. Bugniazet and International Executive Council Members Charles M. Paulsen and C. F. Oliver, also international vice presidents, international representatives, and business managers from construction and mixed locals throughout the 12 western states. Other top officials we enjoyed meeting were Governor Culbert Olson, of California; Walter Burr, U. S. Employment Service; R. D. Wagonett, California State Employment Service; Archie Mooney, California State Apprenticeship Training, and directors of labor relations in shipbuilding, aircraft and utility corporations throughout the west.

Local Union No. 6 stresses the importance of labor having full representation on committees and commissions and congratulates President Ed Brown on his recent appointment to the Electrical Committee of the National Fire Protective Association which determines the standards of materials for the entire electrical industry. We also thank International Secretary Bugniazet for his informal discussion and his willingness to answer questions regarding the finances, the pension system and the policy of editing the JOURNAL.

We are looking forward to the convention in St. Louis where the constitution, due to revolutionary changes since our last convention in 1929, may be brought up to 1942; the era of individual agreements, master agreement, jurisdictional problems, setting up and operating of unit systems, and yet keeping each unit an integral part of the mother local and other problems vital to the electrical worker discussed. We also stress the necessity of an international executive board member in the Ninth District.

The I. B. E. W. has lost by death many distinguished members but none more genuinely mourned by its rank and file in the sense of a personal loss to such an extent as Al Cohn, who passed away June 22.

By his death we have lost a Brother whose outstanding character as a union man has reflected high honor upon our organization and whose memory is a worthy inspiration for all time.

His was a sterling character. Its genuineness was reflected at all times in his high minded sense of duty to his union, his profession and to the public, also his understanding, his unselfishness and his wholesome good fellowship.

Al Cohn seeing the necessity of cooperation among sister locals throughout the state of California fathered the California State Electrical Association. Al Cohn organized classes, gave courses in electricity so the union man might qualify for government, state and city civil service positions, for which many of us are thankful.

Al Cohn donated his entire reference library of electrical and other technical sub-

jects to Local Union No. 6 so the youth entering a skilled trade may advance and the journeyman use it as reference.

Local Union No. 6 will record these and other of Al Cohn's personal qualities as they were revealed to the members in our daily contacts.

All that Al Cohn would request for his 42 years of outstanding service to the Brotherhood would be to let him deserve the simple epitaph—Here lies a Union Man.

ALLAN PULTZ,
Recording Secretary.

L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

Our July meeting was opened with the installation of officers, with Brother Canty, who was acting vice president, administering the oath to President Arthur Illig, Vice President James Little, Recording Secretary P. Jones and Financial Secretary and Business Manager Charles Caffrey. Everyone feeling in good humor, Brother Steve Rivotchok asked about a clambake and immediately we voted to have a clambake sometime in August. President Illig appointed Brothers Gordon, Louis Lalibertie and Charles Caffrey the committee. In two weeks they have located a suitable place and they are going to have some remarkable surprises for the members.

I understand there will be a weight-lifting contest between Treasurer Lalibertie and President Illig with the treasurer to furnish the cow. I suppose he will have the advantage for he was seen by one of the Brothers carrying the cow in and out of the rain last week.

Brother Busha, a full-blooded Indian, is going to give the different calls of the birds and animals of the forest and is challenging any Brother to a hog-calling contest. So far Brothers Little, Bailey, Ray Melville and Moore have responded. The Sullivan brothers, Matt and Walter, will sing some old Irish songs and Matt will give us some selections on his drums. There will be plenty of races, also a baseball game between the married and single men, and al-

together it will be a glorious time. If any other members wish to enter some of these events, get in touch with the committee. I understand that some of the contractors have offered to donate prizes, and I'm sure the committee appreciates these donations from contractors or wholesalers.

The committee is trying hard to get Brother Andy McGarrett to show us some real trick riding with his horse. Hank O'Connor will oblige with a couple of songs. Hank is known all over Springfield as the Irish tenor, and I understand from the boys on the Chapman Valve job he is practicing every day. Don't forget to be there for one of the best affairs we ever had.

E. MULLARKEY,
Press Secretary.

L. U. NO. 16, EVANSVILLE, IND.

Editor:

Sorry to have missed my July letter, but here goes for August. Work is very good locally and quite a few of our members are on defense work. Work at the Henderson, Ky., ammonia plant, which is under the jurisdiction of Local Union No. 16, will not break before September 1.

Had the pleasure of attending the public installation of the officers of Local Union No. 369, of Louisville, Ky., on July 24, with our business manager, Guy Vaughn, and his assistant, Fred Wahnsiedler. That meeting was a success in every way, due to the untiring efforts of "Hub" Hudson, business manager of Local Union No. 369. We had the privilege of hearing International President Brown, who explained in full the agreement entered into between the various agencies of the government and the building trades. In my estimation, it will be of great help to all of our locals, as it eliminates the C. I. O. and the W. P. A. in this type of work, both of which have caused us trouble in the past.

This being my first time to meet and hear our new international president, will say that I was more than favorably impressed with him, and I think our international executive board did a good job when they elevated him to the office.

Had the pleasure of meeting once again my old friend of many years, Charles Paulsen, and making many new friends, especially that bunch from Tennessee, Clayton Miller, the business manager and the president of Local Union No. 474; Brother Smith and men; there was "Fatty" Loftis, the business manager from Nashville; all that "Old Hickory" bunch needed to fill it out would have been the presence of "Slim" Spriggs, of Chattanooga—that would have been a real "foursome."

Also met the energetic business manager of Lexington, Ky., Brother Martin. Brother Wray, business manager from Crawfordsville, Ind., was in attendance.

We should have more of these meetings; it brings us closer together and gives us a chance to exchange views and explain conditions in our various localities.

See where the N. L. R. B. has a recommendation from one of their examiners to order the Southern Bell Telephone to stop coercing their employees from joining the I. B. E. W. and to refrain from recognizing the company union of Bell employees. If this order can be made effective, it will mean much to the I. B. E. W., as many of the Bell employees will be glad to join our various locals.

Too hot—will close until next month.

E. E. HOSKINSON,
Press Secretary.

L. U. NO. B-28, BALTIMORE, MD.

Editor:

Locally we've managed to keep fairly busy and we manage to hold our own with the help, of course, of the visiting Brothers. Variety certainly is the spice of life and that applies also to our line of endeavor.

Our work has been varied, from cantonments for the Army to airplane factories and shipyards, not to speak of the mercantile field such as additions to various department stores, residences, etc. May it always be thus.

We note where "Doc" Dougherty makes comment about us. Doc, as you must know, is from L. U. No. 654, Chester, and he expresses sympathy to us for the time when we fell below par. That boy is a sympathetic soul. 'Member the old coal dust and heat last summer at the powerhouse job? 'Member that bombing expedition to Jake's car?

Michigan put through a law to greatly lower the apprenticeship standards and cutting the period of training from four years to two. The bill still has to be signed by the governor and we think faces a big fight. All is not lost as yet and we're hoping for the right side to win.

The Leviton strike in New York is now settled and things in that field look favorable, for which thank the Lord. Everything in that sector of the I. B. E. W. is not altogether rosy, for trouble appears to be brewing in other places for L. U. No. B-3. We're keeping our fingers crossed and pulling for the New Yorkers.

Local Union No. 363 of Rockland County, N. Y., wrote a very interesting and instructive letter last month and showed the methods and means used to propagandize this country by the various "ism" countries.

Local Union No. B-429 informs us that

Hotel Andrew Jackson of Nashville has 400 rooms and a rat in every room.

And now for the correction of a gross error on the part of the parties guilty of typographical errors in the JOURNAL. We wrote, "Pump Gun" Slater is a good hand at writing love letters to Eder. The guilty error makers spelled Eder's name as Edna and was our face discolored! Wow! And did we bust all over the place to adjust matters with certain parties. "Such an experience shouldn't happen to a dawg," as Holtz would say it. As all our stuff is written out in long hand maybe we should start taking up typing and see the powers that be about supplying the humble scribe with a typewriter, or should we?

Our worthy steward on the job (or should it be unworthy?) now gives all silver money the acid test after having the unusual experience of being taken or imposed on by somebody to the tune of two lead half dollars. Knockouts will not be accepted and no more phoney money from now on. The good Brother, in a fit of generosity, tried to pass them off to the scribe, working a quick-change artist act, but no dice.

Ed Rost, who was off from the job for a short period, is now back with us. Ed took sick with a throat ailment and is now recuperating even though able to work. He exhibited a beautiful gold wrist watch presented to him by the boys who worked under him at Edgewood. Ed is really that type that inspires respect and loyalty and wins many friends, loyal friends. Our best wishes to you, Ed, and we sincerely rejoice in seeing you thus honored by your fellow workers. May you recover fully and resume your duties real soon.

Brother Tolj sea sickness easily. The Brother became sea sick while crossing the Hanover Street bridge and tied up traffic



VETERANS OF L. U. NO. 34

Here's a record gathering: Seven of the charter members of L. U. No. B-34, which was chartered in 1899. With them is Brother Otto Huber, president of the local now. These old timers were special guests at the local's anniversary dinner on June 11.

Standing, left to right: William Reed, now a member of L. U. No. B-702, William Burns, J. T. Harrell, chief electrical inspector, city of Peoria, John Warner and Ernie Sharp. Seated, Hugh Holligan, President Otto Huber and Fred Lineback.

while leaning over the rail to see what fish looked like.

McNeil, that is, Roy McNeil, accepted his pay in the form of a note and some iron washers. How original these boys be!

Gus Herold starts for home on the street car after a bit of overtime. He enjoyed his sleep so well that he found himself back on the job. Yep, slept through the round trip.

R. S. ROSEMAN,
Press Secretary.

L. U. NO. B-34, PEORIA, ILL.

Editor:

It has been a long time since Local Union No. B-34 has sounded off in the JOURNAL and we feel that the occasion of our thirtieth anniversary is a good time to let every one know we are still going strong. The history of the Brotherhood in Peoria dates much farther back than 30 years, the original charter having been issued to Local Union No. 34 in 1899.

On the evening of June 11 a stag dinner was held in celebration of the anniversary. In addition to our members and out-of-town Brothers working here, contractor employers were invited and were well represented. The only disappointment of the evening was the fact that Vice President Boyle, who was also invited, was unable to attend.

Short work was made of an excellent dinner after which President Otto Huber made an informal talk on the history and progress of the Brotherhood in Peoria. Brothers Hugh Holligan and Fred Lineback, the only charter members of the present local who are now on the rolls, were introduced, and Brother Holligan, who has served many years as an officer of the local union, including several terms as president, made an interesting talk about the early days of the movement in Peoria. Brother William Burns, who served many years as recording secretary, also recalled a number of interesting events of the early days.

After an enjoyable hour of entertainment the Brothers finished off the evening with moderate elbow exercises and much good will, and it is reported that two power houses, a housing project and a hospital were wired complete before the Brothers called it a night and went home.

Local No. B-34 is doing very well in general, though we have no large jobs going at present. We send greetings to the many Brothers who have worked in this area during the past several years and who are now scattered from coast to coast.

S. H. PRESTON,
Business Manager.

L. U. NO. B-79, SYRACUSE, N. Y.

Editor:

BLIND MAN'S BUFF

"Fair Science frowned not on his humble birth."—Gray.

So the great god Mars
Came back one day,
To keep a tryst
And holiday
With fair dame Science
Who bade him come
To relieve the ennui
Of her earthy home.

She met her guest at the central gate,
With: "Sorry I had to make you wait;
But really, I've had so much to do,
To revive the old, introduce the new—
But you'll make up for the time we've lost,
And you're not one to regard the cost."

Her guest had to sneeze at the foreign air,
(For 20 years he had not been there)
Before he could answer his hostess fair.
Then gutturally he cleared his throat,
(Unlovely that first god-like note)
Then he grasped her hand with god-like seizure,

He gave her hand a reverberant smack,
Then a mighty hug much at his leisure,
(You could almost hear her poor ribs crack)
She loathing at his god-like pleasure,
Gave his face a resounding whack.

He aghast at this affront
Answered with a meaning grunt.
His dignity he then asserted
And from his foibles was converted,
To his business now at hand—
Then in his native manner grand:
"Whence your righteous indignation?
Did you not send the invitation?
I'm here. No! No! No turning back;
Your help is all I lack!"

She screamed:

"You dare to speak to me?
Unutterable monstrosity!
Must I associate with you,
Thou greater evil of the two?"
She paused:—Despairingly she spoke,
As from a dream awoke:
"O Man, the poor conceited ass
To let his sacred birthright pass
From out his groveling mortal ken,
From God to something less than men!"

"He dabbled with me for a while;
Went wild at my approving smile.
Because my smile was frank and broad,
The poor fool mistook me for God.

"With God rejected from his scheme,
His fall from grace was quick and mean.
With God removed and sin and hell,
The bottom fell from out the well;
The key stone crumbled in the arch,
And May and June became as March.

"No God; no law; no right; no wrong;
The burden of his new theme-song.
'All things are relative,' he said,
Oh, mercy on his luckless head!
Far better he were dead!"

"His handmaid, I, in his true state
Was blithe, and useful, and elate.
In twain we sang, in twain we wrought—
Alas; that all should come to naught!"

"I will not frequent his abode,
Who has betrayed both me and God.
I scorn this creature self-accurst,
And turn in my insatiable thirst
For self-expression to you, cruel thing,
With your hidden ship and blood-dripped wing
Stealing among the stars of Heaven.
(If there were such a thing as sin,
I would in hell you long had been!)
Alas! That my high gifts were given
Into unworthy, bloody hands
To desolate all lands,
To pollute the sea and poison the air,
At Satan's bidding everywhere,
Denying truth and charity,
Yet making earth a Calvary."

However, Mars and Science wed.
Thrice cursed was their marriage bed.
No God; no love; to compensate,
They made a ruling god of hate.
Each hated each; he hated God;
She loathed Man. Their only laud
They raised to Satan, king of hate,
In curses would they sing of hate.
By hate was hate at last consumed,
And Man in the ashes of hate entombed.

On the edge of time, to the latest date,
Will this be known as the war of hate.

T. W. B.,
Press Secretary.

L. U. NO. 80, NORFOLK, VA.

Editor:

Brothers if you want the time to pass quickly, just try being a press secretary for a while. It seems as though it was just last week since I wrote my last column.

Sorry to report that Brother A. S. Cornwell is back at the Veterans Hospital in Roanoke, Va., to take further treatments. He was home a short while ago, but all were sorry when we heard that he had to return.

But above everything L. U. No. 80 is sorry to report the death of our Brother Earl True, who came in contact with high voltage at one of our local fertilizer plants, while working on a transformer station. His helper, however, was not hurt.

Who is this much talked of Duke of Toledo Brother? Well, L. U. No. 80 also has the Duke of Norfolk. I will go one better, the Duke of Norfolk is the prince of the Dukes.

The brother-in-law of our recording secretary, Brother Henry Tarrall, died while at work in the Norfolk Navy Yard. L. U. No. 80 extends to Brother Tarrall its deepest sympathy.

Perhaps next month will not be so hot and it will give me chance to write more, so if the Brothers of L. U. No. 80 excuse me this month will do better next time.

M. P. MARTIN,
Press Secretary.

L. U. NO. 84, ATLANTA, GA.

Editor:

Obligated last night, July 10, for a term of two years, were the officers chosen at our last meeting. Former President J. J. Brooks presided.

Taking oath as president was W. O. Eaton, former president, who defeated J. C. Roquemore in a close race. Brother Roquemore served as president from 1939 to 1941. W. T. Jackson was sworn in as vice president; J. W. Wilcox as recording secretary after the resignation of J. W. Cheshire. J. L. Carver was obligated as treasurer. These three officers were named without opposition, the first for his first term, and Brother Carver for his sixth straight term as treasurer.

S. C. Mann after defeating G. H. Gunn and A. G. Kennedy went into office as financial secretary for the third straight term.

W. J. Foster, J. A. Wade, R. B. Fox, L. W. Mitchell, L. C. Fordham, C. L. Lambert, W. C. Bowman were in the race for the examining board. Sworn in as the three elected members were Brothers Mitchell, Fordham and Fox. Brother Fox, business agent for the past four years, entered his third consecutive term. His opponents, defeated in another close race, were S. G. Burgess and J. W. Wilcox.

The executive board was named from 11 nominees, J. A. Wade, W. F. Herrington, W. C. Bowman, C. L. Lambert, L. C. Fordham, L. W. Mitchell, J. W. Cheshire, A. D. Tyree, H. F. Rainey, J. L. Chestnut and A. G. Kennedy. Sworn in for the first time were Brothers Bowman, Chestnut and Cheshire; while Executive Board Members Fordham, Mitchell and Lambert started their third term.

Not regular officers, therefore not taking the oath of office, were the four elected delegates to the international convention. Entitled to one delegate for the first hundred members and one additional for each major fraction of 100 over, 84 with over 400 members named four delegates: J. C. Roquemore, W. O. Eaton, T. L. Elder and R. B. Fox were chosen over J. A. Wade (defeated by only three votes), W. J. Foster, W. C. Bowman, J. L. Carver, H. C. Boatner, C. H. Gunn, J. W.

Wilcox, W. P. Rose, S. C. Mann and J. W. Cheshire.

Barring anything out of the ordinary, these will be the officers of L. U. No. 84 for the next two years. It depends a great deal on the elected leaders as to the kind of organization anyone can have. But more than anything else, if any organization has the best officers in the world, they won't be able to accomplish anything without the active support and cooperation of the membership as a whole.

Let's get behind our officers, Brothers, and help them. They need our support. If we do this there is no reason in the world why we can't enter the greatest years of progress and prosperity ever enjoyed by 84 in its long history as a progressive labor union.

J. C. ESKEW,
Press Secretary.

L. U. NO. 99, PROVIDENCE, R. I.

Editor:

Last month's P. S. kicked back a little. It really wasn't meant for print. As a result, many of the boys took advantage of the chance to do a bit of ribbing, especially last Sunday at our outing.

Our outing surely was a humdinger this year. We have had grand ones before, but this one has outdone them all. By the way, it was held last Sunday, July 27, at the Chopmist Hill Inn, North Scituate, R. I., with a turnout of well over 900. From early morning until late evening there never was a dull moment, thanks to the smoothness with which the whole affair was handled by the committee in charge.

The forenoon was taken up by the program of sports for the kiddies, women folk, and events for the men. This was followed by luncheon in the big dining hall around one o'clock. And the afternoon saw more sporting events, a ball game between members of Local 99 and members of Local B-3 working down at Quonset Point for the Hatzel and Buehler Co. Picture taking, the cocktail lounge, and a general intermingling of families and friends managed to fill in what few gaps appeared in the day's program. A clambake was served about six p. m. After the bake, the crowd gathered around the sound truck for the awarding of prizes for the sporting events and the drawing of the many door prizes donated by the electrical firms and business houses of Providence. Then as dusk settled over the grounds, the tired but happy crowd made their way to the parking lot and, from there, home. It had been a grand day, especially for the kiddies. For them it was a day long to be remembered. They will be looking forward to next year's outing, no doubt, judging by the consensus of opinion freely expressed by many of the grown-ups.

Among its many old friends, Local 99 gladly extended the welcoming hand to Brother Regan, I. V. P. for this district; Brother Walter J. Kenefick, I. O. organizer from Springfield, Mass.; Representative Fogarty, former business agent for the bricklayers; Ed Rathgaver, of the Hatzel and Buehler Co.; Brother John Kapp, business representative for Local B-3; Brothers Mike and Harry Compton also of Local B-3; Pete Hicks, city of Providence electrical inspector; Jim Birmingham, plumbers business agent; Paul DeFalco, agent for the laborers; the business manager of Local No. 7, Springfield, Mass.; Mr. Rust of the Rust Electric Co.; Mr. Longo of the Liberty Electric Co.; Mr. Andy Wyatt of the J & H Electric Co.; and many more too numerous to mention.

The soft-ball game was a nip-and-tuck affair all the way. But in the end, Local No. B-3 finally managed to nose out the



International Representative Kenefick and Brother Tom Kearney watch the races at L. U. No. 99's annual outing, while Brother Fred Young announces the events at the microphone.

99 boys who were under the able guidance of Brother Gid Brown, famous local pitcher of other days. The winners of the sporting events are as follows: Peanut race for boys up to 15 years old, H. Aldrich, R. Mason; peanut race for girls up to 15 years old, B. Rodgers, J. Schneider; 100-yard dash for women, E. White, Perry; 100-yard dash for men, Garvey, Cusick; 50-yard dash for girls up to 16 years old, F. Clow, B. Rodgers; 50-yard dash for boys up to 16 years old, B. Miller, H. Aldrich; egg contest for men, Cosgrove, H. Aldrich; egg contest for women, L. Miller, B. Brillan; pin tail on donkey for children, E. Miller; shoe races for women and girls, G. Schneider; balloon race for children, G. Sharkey, J. Clow; three-legged race for men with sacks, H. Cusick, G. Smith; potato race for men and women, J. Clow, J. McCann; and the fat man's race was won by Jim Birmingham of the plumbers with Dan Ide a close second.

The committee in charge of the outing consisted of Brother Ed Randall, chairman, Brother Henry Bailey, secretary, and Brothers Skirrow, Young, McCann, Andrews, Brennan, Steve Ide, Frank Miller, Gid Brown, Nelson McGinnes and Tom Kearney. Ticket subcommittee: Kearney, Brennan, Young, and Skirrow. Guest committee: Kearney and Skirrow. Grounds committee: Miller, Randall, Young, Skirrow, Brennan, Kearney, McCann, Bailey. Sports committee: Larkin, Andrews, McGinnes, Brown, S. Ide, Nelson. Prize committee: F. Miller, Young, and Bailey.

At the last meeting of the local held on Monday evening, July 28, Brothers Kearney and McCann were elected delegates to the coming I. O. convention. And Brothers Jack Parella and Steve Ide were elected alternates to same.

The boys are certainly taking advantage of their chance to stay away from meetings during the summer months. The fine for non-attendance may be suspended for the hot months, but the business of the local goes on just the same. It is good business to attend the local's meetings regardless of the weather.

Brother Howard Taylor of Riverside is still sick, Brother Jack Parella reported at the last meeting. It will be several weeks before he will be able to be up and around.

Work hereabouts is still going strong, but the cost of living is going up steadily in Providence and vicinity. If it goes up any further a great difference will appear in what the old pay envelope will buy.

So we are already giving some thought to subject of a raise in pay. These and other problems will face the union in the months to come. So when September rolls around, let's all make up our minds to come to all the meetings regardless of how pressing other personal business may be. The union is our bread and butter, you know. So let's take good care of it.

Enclosed please find two snapshots taken at the outing. One of them shows Brother Kenefick with Brother Tom Kearney amongst the crowd watching some of the races, and Brother Fred Young announcing the events at the microphone. The other shows some of the crowd having their picture taken. No one will be able to make out many in the crowd but neither will they in the big picture taken when it is cut down to fit the Journal. Print them both if you can.

EMIL A. CIALLELLA,
Press Secretary.

L. U. NO. B-124, KANSAS CITY, MO.

Editor:

"I used to hear that northern people were a sorry lot—kind of cold and uppity," remarked a Brother from one of the cotton states who is working at the Lake City project, "but those I've met here are as kindly and hospitable as the folks down home." Over a period of rambling years, we've found that no particular section of this great country has a monopoly of gentle, generous souls, nor is any certain region wholly free from the "sorry" kind. The big government jobs, calling men together from widely separated states, should be fine media for the correction of sectional prejudices and misunderstandings.

Members of L. U. No. B-124 are happy to have the opportunity of meeting and working with the 200 or more Brothers from outside locals who are here on the defense projects. This local feels its obligation to these visitors for coming away from their various homes to man its jobs, thus relieving L. U. No. B-124 from the necessity of overburdening its roster.

Our sympathy goes out to those locals that have felt compelled, by the extraordinary demand, to inflate their memberships far beyond their normal ability to absorb. Of course this involved mothering a good many indifferent mechanics, and heaven help the parents when those chicks come home to roost.

The election of local union officers for the ensuing biennium occurred the last meeting

in June. It resulted in the retention of President O'Neill, Secretaries Smiley and Kauffman, and Treasurer Goldsmith. An entirely new executive board was elected, however, as well as a new vice president and a new business manager. The board is composed of Andy Harvey, Carl Koechener, Al Karl, Ralph Jewett and Ezra Altis. There was no political significance in their election. Each one was chosen for his personal integrity, and for his devotion to the cause of organized labor. Ralph Haerer is a former president of the local, and is well equipped for the duties of vice president. John Wetzig, the new business manager, starts with a clean slate—no ties, no prejudices, no obligations. His sturdy common sense and uncompromising fairness were displayed in his report for the first two weeks of his stewardship. We are confident that L. U. No. B-124 will forge steadily forward under the leadership of the new officers.

A state charter for the local members' credit union was received last month, and officers were elected and the organization started as a going concern. The officers hope to enroll the greater part of the union membership, in order to make the services of the credit union available as a helpful agency to a greater number. While its only purpose is service, the credit union is in no sense a charitable concern, and will adhere strictly to business principles. Most of the work of a credit union devolves upon the office of secretary-treasurer, in which capacity Jay Carr has consented to serve. Jay's unquestioned honesty and his zealous energy in matters that concern the welfare of the local membership, make the success of the new venture assured.

Burley's in town—good old Burley! We've never learned his given name, nor his initials—just Burley. He's gotten a bit heavier, and grayer around the temples, and he bends forward and cups his ear when you talk to him. But the torch of unionism he has carried up and down in the land these many years stays alight in his eyes. You're glad to shake his hand again. You're glad to hear he's working on the bomber assembly plant, for you know he's giving the best that's in him. Burley's like that—steadfast. Lineman, wireman, boomer—he always has done the best he knows how. He climbed into 33,000 volts, one time, trying to save the life of a pal—but you'll never hear about it from Burley, nor of the long months he spent in the hospital afterward. That was just part of the day's work to him. Anybody would have done the same thing. Sure, most anybody!

MARSHALL LEAVITT,
Press Secretary.

L. U. NO. B-163, WILKES-BARRE, PA. Editor:

The regular election of officers of this local has come before the body and changes are few. It stands as follows: Brothers C. J. Ransom, president; Harold Laux, vice president; F. Albright, recording secretary; F. Brown, treasurer; B. S. MacMillian, financial secretary. Executive board: Brothers C. J. Ransom, H. Laux, MacMillian, L. Miller, M. Nelson, F. Brown and F. Albright. Brother Ransom has been acting B. A. for the last few months, quite capable in this task which has always been a job requiring diplomacy and tact. By the time this goes to press an election will have taken place to decide whether or not a business agent will be retained.

The annual outing of 163, that day one looks forward to. That one day for fun by all has come and gone. The weather man was very kind, just the right mixture of sun

REPORT OF THE ELECTRICAL EXAMINING BOARD, TORONTO DISTRICT, APPRENTICESHIP BRANCH

Examination held at the Central Technical School, June 10, 1941, for I. B. E. W. union apprentices and apprentices registered with the apprenticeship branch.

Third year passed: William H. Oke, Alexander Imray, William G. Noble, William A. Reid.

Fourth year passed: Frank Marker, Donald J. Carson, Harry Russell, Harry F. Nicol, Fred J. Knight, Herbert V. Spafford, Frank Ralph, George Jordan, Harry Alderdice, Ernest Woolford.

Between December 9, 1940, and June 10, 1941, there were nine new electrical apprentices registered in Toronto District who are as follows:

George W. Buchanan, 207 Greenwood Ave., Toronto, employed by Frank Reid, 127 Everden Road, Toronto; James W. Lummiss, 62 Lawlor Ave., Toronto, employed by Canadian Comstock Co., Ltd., 80 King St., W., Toronto; Arthur Rushforth, 105 Redparth Ave., Toronto, employed by Electric Service Co., Ltd., 7 St. Clair Ave., W., Toronto; William L. Hall, 290 Mississauga St., N., Orilla, employed by Craig Electric, 850 Bathurst st., Toronto; Norman E. Larter, 53 Greensides Ave., Toronto, employed by Ontario Electrical Const. Co., Ltd., 66 Temperance St., Toronto; William Riggs, 118 Garden Ave., Toronto, employed by Harris and Marson, 81A Parkway Ave., Toronto; Ross G. Darke, 27 Ascot Ave., Toronto, employed by Ainsworth Electric Company, 645-7 Queen St., E., Toronto; Frank J. Lawlor, 9 Thornton Ave., Toronto, employed by Black and McDonald, 200 King St., W., Toronto; Robert F. Ralph, 31 Enderby Rd., Toronto, employed by Harris and Marson, 81A Parkway Ave., Toronto.

There are 13 unemployed electricians who were registered with the employment bureau on June 10, 1941.

The number of placements made between December 9, 1940, and June 10, 1941, are 55.

The number of electrical contractors who have been issued licenses by the city license department of Toronto up to May 31, 1941, are 299.

The number of journeymen electricians who have been issued licenses up to May 31, 1941, are 996.

P. ELSWORTH,
Chairman, Electrical Examining Board.

and air, that made our choice of a different grove justified. Apparently everyone had a good time. There was some disappointment in the number of members that attended. Recently a number of our members have married, that takes the matter out of their hands. Given time, though, they will train their better halves to their way of thinking. One member who has just wed, attended. Congratulations, Brother Burke, on your recent marriage, also the excellent way in which you sing those Irish songs. Remember how "Dinger" Lenahan wouldn't let you sing anything else but Irish songs? Everyone missed Malloy's dance on the table. Every time the "Beer Barrel Polka" was played it brought memories of Malloy and his dance. It is things like outings that make life a little more pleasant, when you can let yourself go. Let's have more of them.

JAMES A. PIATT,
Press Secretary.

L. U. NO. B-202, SAN FRANCISCO, CALIF.

Editor:

As our country is preparing a great defence to save our democracy, which was founded on the principle "no taxation without representation"; we believe that our own unions should be run on democratic principles.

Our President of these United States, Senators, Congressmen, and state, county and city aspirants for office that come to the suffrage of the people to vote for those offices look to the voters of their respective districts or localities to give them their vote.

We as union men believe that we should likewise have the right to vote for all international officers.

We further believe that the vice presidents of the various districts should be elected by the members in the district they are to represent; not at large or at the international convention.

We believe that our organization and its representatives should work together for a common cause and be in position to stop the hecklers, Peglers and other union busters from disrupting our organization.

We know that when this emergency is over we will face the same problems that we faced after the last World War, namely, the American plan, etc., unless we are prepared.

We feel that the convention should nominate two or more candidates for all offices but they should be elected by referendum of the members of the order or district to be represented.

We further hope that this will be brought to the attention of all members so that they may instruct their delegates to the convention.

This is the prayer of the committee of L. U. No. B-202, I. B. E. W., San Francisco, Calif.

FRED F. DUNNE,
Chairman,
J. L. MACDONALD,
REX R. MAY,
M. A. J. HAMMER,
GRANT REED,
Committee.

L. U. NO. 205, DETROIT, MICH.

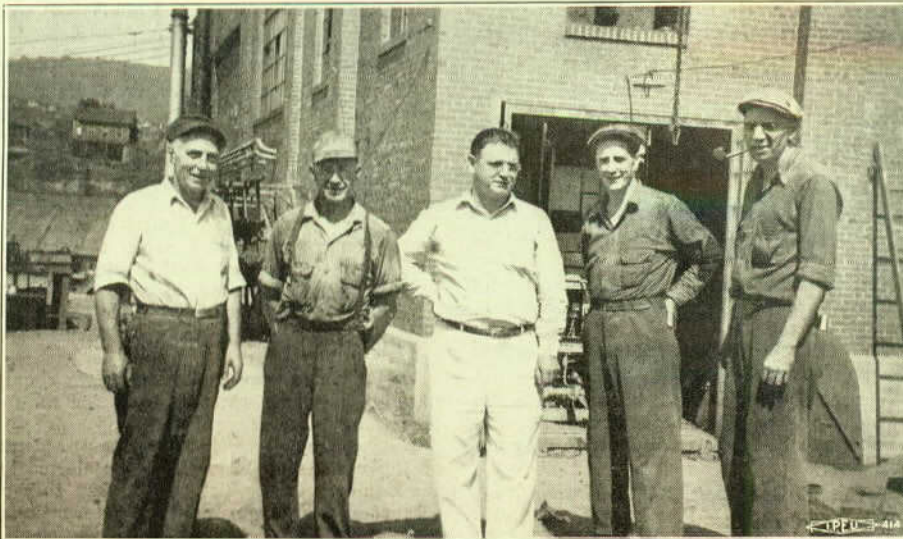
Editor:

There is only one issue of major importance to the railroad workers today. That is the demand for a 30 cent increase in wages. The rising cost of living has created a serious crisis in the life of practically every employee. Because of the need for more money, they are being forced to disregard their seniority and other less basic provisions to find the means of subsistence wherever they can.

This, in turn, is causing a deep demoralization to take hold of the men who have given much of their lives to the development of our great American railroad system and the establishment of a position of security for those in the industry. It will tear off the veil of romance and adventure with which the "Iron Horse" is cloaked. It will reveal the story of cold steel, bloody toil, and broken souls that follows the road bed from coast to coast.

The vicious mercenary attitude of railroad management is exposed by the inhuman revisions to the working rules that were proposed to counteract the original vacation-with-pay demands. The proposals were 30 years out of date and must have been dug up from the days when management ruled with a bull-whip and a pink slip.

The labor organizations and the workers they represent must take a firm stand in



Electrical crew for the C. H. Stevens Co. (New York) at the Airco plant, Johnstown, Pa. Left to right: G. H. Woerner and C. A. Hamer of Local No. 5; G. H. Shollenberger, foreman, Local No. 375; A. R. Hartzell and C. J. Winter, Local No. 32.

answer to the management. Our leaders have not been in the habit of making radical or irresponsible claims. As a matter of fact, they are reputedly very conservative. Under such circumstances there can be no doubt that the demands now being negotiated for a 30 cent increase in hourly rates, vacation with pay, and protection of established working conditions, are the bare minimums that will remedy the bad conditions.

We must be determined and confident that we will be victorious. Any cries of discouragement or suggestions for compromise are treason to the union and the workers. Our cause is just. It is our duty to ourselves, our fellow union members, and our families to win our demands.

Our demands are:

Increase wages from \$.86 to \$1.16 an hour.
Two weeks vacation with pay.

Militant and responsible unionism.

Our slogan is:

No compromise, no delay, no prophets of despair.

W. L. INGRAM,
Press Secretary.

L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

Election of officers for the next two years was held Monday evening, June 16, with the only opposition on the ballot appearing in the executive committee slate with seven to be elected out of 15.

Officers elected were: President, *Charles Beuttel; vice president, William Hurley; financial secretary, Samuel Forbes; treasurer, *Edward Koehler; business manager-recording secretary, *Bert Chambers; executive board, *Edward Gray, *Louis Smith, *Otto Ecklund, Frank Camp, Herb Stickel, Frank Schwickerath and *Frank Stokes. Examining board, Jack Hines, Clarence Naylor and H. C. Patterson.

Charles Schott and Frank Stokes tied for seventh place on the executive board and Brother Stokes won on the toss of a coin.

Brother "Bart" Maish, one of Atlantic City's veteran life guards, quit the power house addition job the latter part of June to resume the task of helping to keep this resort the safest place in the world to enjoy the ocean and beach.

* Reelected.

About 40 are on the power house addition, several returning from out of town in time to be home at the World's Playground for the season. All the piers are open with Steel and Hamid's sharing the spotlight this season. Can recommend both as the most reasonable as well as the highest type entertainment available under one roof anywhere in the world.

Wrestling is also offered on Monday nights at the Garden Pier where the big "fakers" put on an act well worth the price of admission if you enjoy comedy or a real exhibition of strength. While most of us call it an act very few would want even five minutes of this acting opposite the most docile looking of the hulks.

Last month's election was followed by a buffet lunch and refreshments with Brothers Edward Gray, "Buddy" Woods and "Stew" Devinney acting as the bar committee. And I haven't heard any complaints about the service yet. Only one minor altercation marred the evening's festivities and this was quieted down with no casualties.

Am glad to see most A. F. of L. locals keeping an even keel during these uncertain times and hope the officers and members of the various affiliated locals throughout the U. S. and Canada will not let selfishness at this time overcome better judgment especially on defense projects.

All reported working at time of writing with a few finishing up every week out of town and losing some time between placements.

Brother Schultz got a new car and now everyone is wondering what he is going to do with all the time he used to spend to keep the old heap percolating.

Congratulations are in order for Brother Fred Eger, Jr., who took the fatal step last month. Best wishes to the bride from the local.

Cooperation for the proper public relations with the American public will instill in them confidence in the A. F. of L. as a trustworthy bargaining and business organization for the continuance of a successful Brotherhood.

Brother Elmer Downey was stricken with a heart attack during the first part of July and is just about getting around a bit. He will not be able to work again for some time.

Brother Walter Furnheiser, who has been on crutches due to a broken bone in his

foot for over two months, expects to be able to discard them soon.

Brother Charles Pfrommer has been ordered to take about a month off the job, due to high blood pressure—just when the wolf was getting scared away from the door. Charley thought he was O. K. and only discovered his ailment when trying for some life insurance.

Nothing much new down here. About 60 on the power house job, including about 12 out-of-town men. Also understand that the C. I. O. is making a strong bid for the new smelting furnaces to be erected near Chatsworth, N. J. Action is needed to keep this large enterprise in A. F. of L. jurisdiction.

Louis Smith was elected chairman of the executive board, and Frank Camp secretary at the reorganization meeting July 18.

HERR STICKEL,
Press Secretary.

L. U. NO. B-212, CINCINNATI, OHIO

Editor:

Time for another edition of our happenings in and around Cincinnati to go to press and we cannot help being very happy as we see the tremendous response everyone is giving towards defense.

The aluminum drive is but a small example of every one's willingness to do what they can because they want to and not because one tells us we must. God bless and keep America for every American.

Now for some of our local happenings. On the night of July 7 Local No. B-212 had the pleasure of initiating five new apprentices into our union, namely: Gordon Shrickon, Nick Mueller, Jack Cassidy, son of the old red-head Walter Cassidy himself (the very symbol of the best the Irish have and I know his boy Jack is like him), William W. Butler, better known as "Billy," son of Frank Ansore, who has been a member of Local No. B-212 for around 20 years and a swell guy on top of it. With Frank's guidance I know Billy is sure to be a top-notch when his time is up. The fifth new member of our union is William G. Northeutt, son of your correspondent. William is better known as "Red" and I believe he is one of the youngest members ever to be initiated into our local. Local No. B-212 welcomes this quintet of newcomers and we of the local as a body wish all of you good luck and hope all of you will be good and loyal members.

On our list of "Bundles from Heaven" our heartiest congratulations to Mr. and Mrs. Roy Wellman on the birth of their little boy so recently. Now, Roy, keep him away from a pair of pliers and a knife for a while anyway. And to our following list of sick and injured we are all thinking of you and wishing you a speedy recovery. J. McKinney, K. Biggs, C. Voellmecke. To Joe Satzger and his son Walter who are both suffering from burns we are wishing speedy recovery to both of you. And believe me it is good to see George Morris back at work again after about a 12-weeks lay-off.

It is with a great deal of pleasure that we were able this past month to have Brother W. Wilson, an international organizer, to help straighten up and sign up the Victor Electric Products into the I. B. E. W. Brother Wilson also was quite a factor in the wage settlement with the local branch of the Westinghouse Electric Co. arbitration.

And now I have a sad duty again as one of our older and best beloved Brothers was called by the Great Doctor. The Brother who left so suddenly was Albert Schuler, who passed on because of a heart ailment. The union as a whole, while we can not do or say much at such a time, do send to Mrs. Schuler our deepest and heartfelt sympathies.

And now—on to our fine baseball team which up to this writing has won seven games and has not as yet been defeated. Keep up that good slugging and pitching boys. We are also going to buy for the entire team swell new jackets because the boys are playing a swell game of ball and are really deserving a treat. (I hope they don't get a big head.)

To all of our boys who are in the service of our country, a fond hello and best wishes for all of you. And to Ray Hauck up in Belleville, N. J., personal greetings and hopes that the new baby is in good health. Till our next issue then it is once again au revoir.

EDWARD W. SCHMITT,
Press Secretary.

L. U. NO. 245, TOLEDO, OHIO

Editor:

On the last of July, four members in the line department will be inducted into military service, Brothers Noggle, Winchester, H. Johnson and R. Anderson. This should be the greatest foursome of goldbricks that the Army has inherited since 1918 when four other members were inducted for the World War. They were Brothers A. Steffis, K. Peterson, Levi Lehman and yours truly.

Question: How long will Winchester be in the Army?

Answer: Six foot nine inches, his present height.

He will be put in the signal corps right away for he is a natural for observation; Dale ("Speed") Noggle and Herbert ("Muscle-bound") Johnson and Bob Anderson will be the ideal candidates for guarding prisoners, for standing around to watch others work is their dish. And by the way, since these members who are inducted are kept in good standing, is it not proper that they receive their JOURNAL while in camp? We should make it a practice or a special effort to place a JOURNAL in every camp library. What's your pleasure on this, Mr. Editor?

Stewart ("Stew") French of the meter department has been among those missing from his duties for several weeks, due to sickness. Come on, Stew, snap out of it.

And now, girls, let down your hair and let me in. As members of the A. F. of L. and one of the affiliated unions, the I. B. E. W., does it burn you up to see or hear of your co-worker brag about his wife working as a defence worker or any other work as far as that goes; but particularly where they affiliate themselves with our arch enemies, the C. I. O.? There are entirely too many cases here on our job where this is a fact. Some of them are holding little meetings where they get listeners telling their fellow-workers that their wives' dues are only a dollar a month, then carry on from there explaining the advantages of that wild-cat organization, forgetting the old line union of long standing that they are privileged to belong to, and the benefits enjoyed under our own union under the guiding hand of the A. F. of L. Every local should have a list of each member whose wife is working under the C. I. O. yoke. This list should be turned over to the proper investigating committee and an effort made to take that member off our lists and replace with one who believes that one breadwinner in one home is enough, making more homes secure. Any man gainfully employed receiving top wages in his bracket of employment should be contented to devote his time to maintaining and bettering his own conditions instead of greedily attempting to tear down his organization by introducing to his listening fellow-workers the communistic sentiments of a foreign infested labor body whose sole pur-

IMPORTANT NOTICE

According to Warren Clemans, recording secretary of Local Union No. 32, Lima, Ohio, the Neon Products Sign Co. does not employ members of Local Union No. 32 or members of the International Brotherhood of Electrical Workers. The Neon Products Sign Co. has stated that it is about to enter business in other cities. Our local unions should notice if any of the products of the Neon Products Sign Co. carry the I. B. E. W. union label and act accordingly.

pose in life is to take away what you have and give you nothing in return. If other locals have this to contend with let us hear about it and maybe we can stop this C. I. O. dictation by working wives of our members. Do we need this kind of a member in our locals? It is inviting trouble, and an invasion has already started in our ranks through this channel. Preparedness is not only limited to a national defense, we ourselves can use a lot of it. Report to your local officers members whom you know to have wives that are members of a rival C. I. O. local. Watch your Labor Day parade, pick out the wives who march as a C. I. O. member. I have seen them here and will be watching this year. One woman marched in both the A. F. of L. and the C. I. O. parade. Can anyone serve two masters?

And here is the list of officers that were duly sworn in to render their services for the good of L. U. No. 245 for the next half century or less. (And I still think that four years is too long for any office holder.)

The complete ballot is as follows: President, Buchanan, 221; J. Doley, 21; H. Hoover, 7; E. Wantke, 42. Vice president, A. Greiner, 156; Wright, 164. Recording secretary, V. Wise, 215; W. Doley, 102. Financial secretary, O. Myers, 265. Treasurer, Jake Bryan, 283. Business agent, O. Myers, 214; A. Pitney, 92. Executive board, Kisch, 237; R. LeFevre, 227; Lanus, 219; Nicoson, 198; Soray, 151; F. Yacke, 254. Five were elected. Ho hum, the communists and the nazis are shooting each other. Ho hum! Here our children run out in the open to see a plane instead of hiding under ground. Right or wrong, God bless America.

EDWARD E. DUKESHIRE,
Press Secretary.

L. U. NO. 332, SAN JOSE, CALIF.

Editor:

Our June 17 meeting brought to a close a series of six lectures on lighting given to Local No. 332 by Clarke Baker of the Northern California Electrical Bureau. The lectures were given every month beginning in January and were open to interested parties besides the members of the local.

Mr. Baker's first lecture explained what light is and explained the spectrum method of analyzing light into the various colors which blend together to make so-called white light.

The unit of measuring quantity of light by the foot candle was described and the method used to determine the quantity of light was discussed. Through an ingenious method of projection Mr. Baker projected the image of a light meter upon a screen so that the entire audience could see the results of various experimental readings. This method of demonstration was used throughout the

entire series of lectures by Mr. Baker and by this medium he was able to impress many points which would have been hard to understand from words alone.

The second lecture of the series was a discussion of the human eye, how it is built, and how it functions. This discussion was made more interesting by many charts and drawings which illustrated the various points in question. The mechanical construction of the eye was discussed and the results of certain abuses of the eye were emphasized. Mr. Baker pointed to the fact that the eye could stand a lot of punishment and the result of the mistreatment would often manifest itself somewhere else in the body such as headaches, fatigue, and intestinal disorders. Nearsightedness and farsightedness were discussed and what could be done by the individual to prevent them from occurring. One very important point Mr. Baker stressed was that no one should lie in bed and read as it has a tendency to cause nearsightedness due to the flattening action on the eyeball caused by the muscles adjusting themselves to the abnormal angle of vision.

The third topic to be presented was a discussion of light sources, their control, and an analysis of the type of light they emitted. The light sources considered were the mazda, mercury vapor arc, sodium vapor arc, the neon and the fluorescent. A comparison of these lights according to their spectroscopic analysis showed that mazda light is a mixture of red, orange, yellow, green, blue and violet light. The mercury arc consists of medium yellow, green, blue, and violet light. The neon light consists of red light only and the sodium vapor light is limited to a small section of the yellow band of the spectrum. The fluorescent light was shown to be an ultra violet radiation working upon certain types of fluorescent minerals. The color of the fluorescent light depends upon the kind of mineral used as a fluorescent medium. No single fluorescent mineral will give a white light and to get a white light a combination of minerals must be used.

While on the topic of white light the Kelvin rating of lamps was discussed. Mr. Baker explained that if a bar of iron is heated to a white heat it is at about 6500 degrees Kelvin. The same value of white light from a fluorescent light would be rated at 6500 degrees Kelvin. The lower the Kelvin rating the closer the light approaches a yellow color, for example, a tallow candle is rated about 2000 degrees Kelvin. Several different fluorescent tubes are on the market now with Kelvin ratings ranging from 2500 degrees to 6500 degrees Kelvin.

Mr. Walter Heston gave the fourth discussion which dealt with the trouble-shooting angle in fluorescent lighting. He demonstrated various tests to determine where trouble could be located. The types of auxiliaries, starter switches and starting means were discussed, and various tests necessary for their correct operation were given. Mr. Heston showed how a great deal of information could be obtained from access to the starting switch only. The starting switch was shown to be a method of opening the circuit a short time after the current was turned on to cause the arc to strike in the tube. Starting can be accomplished by a manually controlled switch for table units or an automatic type for ceiling fixtures. A good share of trouble in fluorescent units is due to faulty starters. A simple test for checking a starter was shown in which an old starter was disassembled and two leads soldered to the two connections, this dummy starter was then inserted in the switch socket and the leads contacted. When the leads were contacted the filament of the tube glowed and when the leads were taken apart the arc would strike in the tube.

Several causes of trouble can be traced to the starting switch among these being, a tube failing to light, a flickering tube, or one in which the filaments glow but the arc fails to strike. The last named trouble is usually a result of contacts sticking in the thermal type of starter switch.

The fifth discussion was confined to a discussion of color in lighting and room decoration. It was shown that certain colors were restful to the eyes while others caused a great deal of fatigue. Various colors were shown to change apparently as various colored lights were played upon them. Thus it was shown that whenever colored walls or lights are to be used certain laws of color harmony should be observed to eliminate undesirable effects.

The sixth and final discussion dealt with the styles of lighting and the methods of diffusion used in various lighting installations. Carefully engineered fixtures were discussed and the lighting graphs of the various types shown and explained. Bare lamps were shown to have a high amount of glare and by being placed behind a carefully designed diffusion medium such as an opal glass globe of good design the same amount of light remained but the glare was eliminated. It was emphasized that in nearly all lighting installations the elimination of shadows was the most important aim to be considered.

Various types of diffusion glass were also demonstrated, such as sand-blasted glass, ribbed glass, opal glass, hammered glass, and colored glass. Opal glass was shown to give the best diffusion if the bulb was located at the proper distance from the glass.

The importance of clean glass and reflectors was also quite forcibly shown by a drop of six foot candles of illumination by merely sprinkling some dust over an opal glass diffuser.

Ageing of bulbs also was shown to cut down light efficiency due to the accumulation of burnt metal on the inside of the bulb. This accumulation can often be seen by a blackening of the bulb.

Mr. Baker then gave us a light testing demonstration of the I. E. S. (Illuminating Engineers Society) study lamp. He showed that the surrounding area and the focal area of book work must have somewhat the same amount of light or eye fatigue would result. This is achieved with the I. E. S. lamp by having a diffusion shade and an open top reflecting shade.

Mr. Baker ended his discussion by reminding us that we see objects only by the light they reflect and that to be able to see them light must fall upon them. He pointed out that the job of the electrician is to provide light for seeing and emphasized that our work, although not as spectacular as the work of some other craftsmen, is perhaps the most important service that the average person uses.

WILBUR C. MILLER,
Press Secretary.

L. U. NO. 363, ROCKLAND COUNTY, N. Y., AND VICINITY

Editor:

Things certainly are popping in the world these days. The war has shifted to Russia with Adolph turning about and kicking his strange bedfellow, Joe Stalin; while in the Far East Japan seems about to take the fateful step which may lead us into the war on a shooting basis. For quite a while everyone in the know has felt sure that the blow-off would come in the Pacific and when it does come, a lot of American sailors and marines are going to stop shells and bullets with made-in-the-U. S. A. inscribed on them. Practically all of the iron and steel used by

Japan in her armament program has come from these shores. Tons and tons of scrap metal have been transported not only to Japan, but up to a year ago Italy was our second best customer. Now that we ourselves are engaged in an armament program it is necessary to depend almost wholly upon new steel, the country having been drained of practically all the scrap, which is cheaper to secure and just as good to use for such purposes as shells and ammunition.

The campaign for scrap aluminum has been conducted by the state defense councils and thousands of tons of scrap have been donated free to the government by patriotic citizens all in the name of national defense. Why the shortage of this metal? Until a very short time ago, the United States depended upon one company to supply all the raw aluminum. This one company, The Aluminum Company of America, held the monopoly on the production of all new aluminum. With the defense industries demanding eight times the amount prior to the war, expansion of aluminum production was necessary. The United States government asked the Aluminum Company of America to cooperate. The company refused and it was not until proceedings were instituted under the Anti-Trust Law, that the company agreed to expand, but by this time more than six months had been lost. Today the Aluminum Company of America, forced to it by the government, has expanded and is enjoying the highest profits in the company's history. The monopoly, however, to a certain extent has been broken, with the government arranging for the Reynolds Metals Co. to produce aluminum. However the Alcoa is still the dog in the manger as far as aluminum is concerned.

I see where our old friend John L. Lewis is once again in the news, coming out with a blast against the St. Lawrence Waterways, a contemplated development to provide waterpower for the production of power in the Canadian, New York and New England area. John says that this will throw his coal miners out of jobs due to the fact that coal is now being used to produce electricity in this area. Just the same old selfish Lewis. I doubt if any coal miners will lose their jobs, while on the other hand the development will provide a waterway between the Great Lakes and the Atlantic Ocean, a distance of over 2,600 miles, besides providing for hydro-electric power to supply one of the greatest manufacturing areas in the country. With defense industries expanding so rapidly, we in this area are faced with a power shortage, and as a result have not received any share of the billions being allotted for defense industry, also the rates for electricity in this (New York) area are the highest in the country. The average consumer (residential) does not dare enjoy the full use of electrical devices and appliances, due to the high cost of current. The cost of 50 kw hours in this locality is \$3.17, and 50 kw hours don't provide many usages outside of the bare necessities. However, all the benefits that we may derive from this proposed St. Lawrence project, both as a defense all-out and as an advancement toward the living standard of our residents, we must forego, if we listen to John L. Lewis, because a few coal miners are in danger of losing their jobs, probably some day in the year 1955.

July 1 past marked the completion of the first year Local

No. 363 has completed working under the 30-hour week. The agreement has been renewed with our contractors with the same wages, \$2 per hour and the same six-hour day. Unemployment has still been our problem over the past year and without the 30-hour week, things would have been considerably harder; however, with the shorter hours the work has been more evenly divided with more men going to work on the jobs. I hope that during the course of this coming year things may be a little brighter, and locally we shall be able to relieve the unemployment. Many of the members have had to travel many miles to secure employment, as has been the case with all locals in these parts, but now with some defence work, together with private work contemplated, we may in a short time have the opportunity to bring some Brothers from the outside into this territory and let them get a taste of the practical solution for unemployment, the six-hour day, 30-hour week.

CHARLES H. PRINDLE,
Press Secretary.

L. U. NO. 413, SANTA BARBARA, CALIF.

Editor:

As I sit here perusing one article after another, of our June issue of the JOURNAL, many things come into my mind, some of which I shall try to convey to you all.

Before I break into my stride, I would like to describe to you the conditions under which I am writing. It is 7 a. m. aboard the Southern Pacific train "Coaster," bound for Los Angeles, a trip I must make very often. On one side is the blue Pacific, and on the other side, the rolling hills, covered with bean plants, rich green hills, and soon now will come the great airplane factories, with their completed charges out in front awaiting delivery; some on a mission of progress, others on a mission of destruction. What a turmoil this world we live in has stirred up! What a contradiction—progress and destruction!

We, in the electrical business, have a definite place in the scheme of things today. Just glancing at the pages of our own JOURNAL would surely convince any one of that. But alas—among these very well written articles by our Brothers, which describe the wonderful benefits we are deriving from the defense projects and other work, there is a noticeable absence of fact as to why we are able "to reap the golden harvest," we now do.

This year we are celebrating 50 years of Brotherhood. This is a story of progress. Many long pages could be written about the



Working on a defense housing project at Corpus Christi, Texas, are these union wiremen and linemen. Left to right, front row: Ray Mills, Jack C. Savant, Leroy Johnson, Eugene Perdue (superintendent), A. A. Stark. Back row: "Slim Johnnie" (material boy), Clyde Morrison, W. V. Tucker, Benedict, E. E. Lewis, A. A. Wolfe, Chester Phelps, W. W. McAllen, Cotton. The picture was sent in by Eugene Perdue of L. U. No. 278.

hardships, turmoil and sweat, down through the years, to realize the numerous benefits we younger members now enjoy. Let us always be mindful of that and remember our duty. Unionism comes from the heart and mind, not from the mere wearing of an insignia, or an affiliation with an organization in a purely selfish manner or motive. We cannot keep these conditions, no, nor improve them unless we believe in our organization. I, personally, am grateful, that as an apprentice, I was thrown in with a man who bore these qualities. It behooves you younger members to listen to the "man who's been around." By listening, you can learn the necessary factors to command the respect that is due you. These benefits were not a gift; did not come on a "silver platter," but were achieved by the belief, toil, and hardships of many members somewhere down the line.

Let us keep that thought in mind, and do our best to uphold all that's been done for us. Let's be intelligent; for there is more chance now to achieve our goals by arbitration than could ever have been accomplished before by strikes and lockouts, for now, at last we have an administration, conscious of the workingman, his needs, desires and his organization, the union.

It's probably time for me to quit, before some of you boys get the idea I have a long grey beard. To stop any worry on that score, I'll assure you I have not, but these are things I've wanted to get off my chest for a long time.

As this is my first to the JOURNAL, in closing may I say a few words about our beautiful Santa Barbara, for beauty is all we really have here. There was one small defense job, an 800-bed army hospital, on which I was lucky enough to be a gaffer; but that's finished now and we are anxiously awaiting more defense work in this county. In the meantime there is a little to do "bread and butter," and the chance to enjoy the California sunshine in this little nook, which is mountain-girded, island-guarded and ocean-washed.

To all Brothers, especially those whom I have the pleasure and privilege of knowing, I send warm personal greetings.

SOL FELIG,
Press Secretary.

L. U. NO. 483, TACOMA, WASH.

Editor:

As this is written, our ordinarily salubrious and well-advertised Puget Sound climate seems to have waxed ambitious and is trying to emulate and perhaps outdo the tropics. At any rate, the heat was turned on and nobody remembered to turn it off again for a week or so, and it finally wound up with some brilliant pyrotechnics which were beautiful to look at, but kept powerhouse operators and linemen busy for hours in efforts to keep the juice flowing. A story was hatched by a local humorist of an attempt to fry an egg on the sidewalk. The attempt fizzled, because, he said, the egg had already boiled in the nest.

July elections resulted in long-suffering Brother Durant being relieved—at his own request—of the office of president of the local, said honor now being visited upon Lawrence Lynn, genial and popular member of long standing. Siding him as vice president will be Walter Reccconi, one of our hardest working and most conscientious members. The secretaries and the chancellor of the exchequer remain as before, Brothers Clark, Watts and Wilson having no competition in their poorly paid but exacting jobs.

One other change was made, in the selection of R. J. (Jay) Olinger as business manager, replacing Ben Meek.

Brother Olinger's personal history ties in well with that of organized labor in the Northwest. Born in 1885, at Salem, Oreg., he early acquired a taste for electrical work. This, coupled with a slightly itchy foot, promoted him from job to job in various communities of the northwest, prominent among them being Seattle, Everett and Tacoma. Joining our local on May 4, 1905, he ranks well up among those who saw it through its early struggles into present prominence and recognition. For the eight years last past, he has served as superintendent of industrial insurance with the state government at Olympia. A change of administration proved unpalatable, however, and he tendered his resignation, whereby Local No. 483 became the gainer. On behalf of the local, I take this occasion to wish him the best of luck in his new capacity with the union in which he has so long retained his membership.

L. O. LOFQUIST,
Press Secretary.

L. U. NO. 521, CLEARFIELD, PA.

Editor:

Hello, everyone! Local No. 521 has finally come to in so far as having an article in the Journal is concerned. However, we haven't been asleep in our activities for we have gone far in the short space of time in which we have been organized. Wages have been increased in all classifications, and working conditions bettered in many ways. Membership increased to 90 percent of eligible employees.

Saturday afternoon June 21st, Local No. 521 held its annual picnic at Jury-Mills hunting club on the Penfield mountain region. A large attendance was there to enjoy the good old mountain air, eats and beer on tap. Horseshoe pitching and card games comprised most of the entertainment. A close check-up was made the following day to see that none were left wandering over the mountains.

Speaking of outings, Local No. 521 has invited the Pennsylvania State Electrical Workers Association to hold their third quarterly meeting at Clearfield, Pennsylvania, September 14, 1941. Brothers, we welcome you! We are looking forward to a day to be long remembered by our local.

Our delegates to the international convention are, W. E. Sayers, James Spence; with R. Shugarts and Rus. Kilmer alternates.

At this time of the year we are beginning to think of our new agreement. Committees have been appointed, and meetings held. Our present contract expires November 30, 1941. Come along, boys, and report to the various committeemen of any changes or suggestions you would like in the next agreement.

Well, boys, as this is my first effort as a journalist, I think I have about exhausted my brain, and your patience, so so long until next time.

FRED GEARHART,
Press Secretary.

L. U. NO. 601, CHAMPAIGN AND URBANA, ILL.

Editor:

At our last regular meeting, our new officers were installed by Past President "Bud" Blaisdel. Those who will administer the affairs of Local No. 601 of Champaign-Urbana and vicinity are: President, George Martin; vice president, Arthur C. Singbusch; recording secretary, Glen H. Eastman; financial secretary, Hubert E. Dodds; treasurer, Harold Glick; executive board members, Arthur Singbusch, Robert Kuster, Walter Ebert, Harold Vaughn and Dick Gossard. Our business manager is O. J. McFarlin. We changed

our time of meeting to the second and fourth Mondays of each month, to be held in Labor Hall, 1 Main Street, Champaign.

We still have enough work for our membership at this time, although for a while we had to call on all our neighboring locals to help us. As many of you probably know, Chanute Field, one of our government's large aviation projects, is located within our jurisdiction and during the expansion of this field we needed quite an army of men. There is still some building being done there but nothing to get excited about.

We feel exceedingly grateful to our visiting Brothers and to the officers on the field for the splendid cooperation that we enjoyed and are proud of the fact that we have had no labor trouble on this defense project.

If you survive this brain storm, I may have the courage to write again sometime.

ARTHUR C. SINGBUSCH,
Press Secretary.

L. U. NO. 632, ATLANTA, GA.

Editor:

Who is the person or persons designated to tell the citizens just who is to be patriotic and carry the symbol of patriotism? It seems that the National Manufacturers Association has taken this job over to camouflage their tremendous profits of war, but at the same time ready to knife labor at any time they see fit. If this is what they call patriotism then we should change the name to please the sponsors of patriotism that would be more appropriate to their kind of underhand slander to the laboring people of the United States. There is not another class of people in our country more patriotic than the laboring people, but the gentlemen who are shouting patriotism and holding all the fat contracts and waving our flag call us un-American when we the laboring ask for our cut in this world war. The newspapers and magazines of this country should stop publishing these infernal lies about labor, for there may come a time, like it did to our brother across the pond, that these hypocrites may beg us to save their sorry souls.

The so-called big business men according to reports are bogging our defense and I think it is high time that the government put some labor leaders at the head with these gentlemen to see that they do not hold up work for profits when this country needs this vital material and work now. By having our leaders there, we then would be guaranteed to know what is going on, their profits, our conditions, for after all it is the government's money and we are entitled to know. If a time should ever arise and this country was caught in a strain and there were no profits, I would not have to tell you what labor would do, for patriotism is in our hearts, but the so-called big business men who lie, cheat, swindle, and rob, are the type who will duck for some neutral place at the first report of a gun.

Now I know you gentlemen who are reading this are saying this piece is a little bold, but, my friends, you are wrong. Don't kid yourselves for you know what has been happening across the pond. Labor has been absolutely deserted over there. This catastrophe cannot happen to our country if we put our leaders in the government, industrial and commercial key positions, who are ready to check these weaklings when they falter. I know labor makes mistakes for no one is perfect. Labor has not been caught red handed stealing the public's money as you so often see in almost every daily paper. But that is put in small type in the middle of the paper, however, if labor falters that is put on the front page in box car letters. This is part of the papers' conception of their

one-sided trust, fool the public and bedamned with labor.

Right here in our own country, with the greatest President we have ever had, and the greatest empire of the world, we are lacking in leaders in an emergency to help our most able and trusted President with his work to rush armaments and all other essentials of defense. These gentlemen have gained these positions by shrewd and clever ways, with money, lobbying, misrepresentation and distorted facts. We are terribly over-loaded in our key positions with this dead and worn-out timber and the result is delays because their thinking powers were never cultivated, due to the fact that their minds were on the political activity of the country and not for the betterment of our country.

The most precious thing now is BRAINS, not money, nor time, for our beloved President cannot hold out forever without help from the men who are supposed to help lift the burden from this world's catastrophe. May Almighty God spare this great leader for many, many years to come and give him strength in this tremendous ordeal. Labor has come a long way against overwhelming odds in years gone by and is now in a commanding position to see and demand that these gentlemen stick to their work, like labor, and not bog down this defense work and the world's safety for undisguised profits. If our representation is on the job, which I know they are, then labor will help see to it that our program is fulfilled and our President's hard and laborious work has been rewarded.

The following officers were elected: President, C. L. Gassaway; vice president, E. D. Carney; recording secretary, E. J. Potts; financial secretary and treasurer, G. W. Davis.

THE SENTINEL.

L. U. NO. 654, CHESTER, PA.

Editor:

At the regular meeting, held on July 11, installation of officers for the next two years was the high light of the evening.

Among our visiting Brothers were James Rogan, L. U. No. 98; Joe McGonigle, L. U. No. 313; many from Local No. B-3, New York, and L. U. No. 313, Wilmington, Del.

Brothers Rogan and McGonigle addressed the meeting and spoke of their interest in our welfare.

After the meeting our outgoing entertainment committee played host in their usual fine manner. Their first act was to put the new committee to work, and how they did work in assisting to make the evening pleasant for all in attendance.

L. U. President Jim Haslett received a very unique gavel as a gift from some of his friends, while Business Manager Bert Chambers, Jr., was the recipient of a very cozy "dog house" of latest design and conveniences.

Tex Madden, the Texas cowboy from the coal mines of Pennsylvania; George Booze, and the "Johnny Twins" from New York, along with their many friends, entertained in a big way.

On Saturday, July 19, the eastern Pennsylvania regional local unions were the guests of L. U. No. 313, Wilmington, Del. After the meeting all attended L. U. No. 313's annual picnic. We congratulate the Wilmington boys on the excellency of these annual affairs, as picnics go they are the real McCoy.

We look forward to real activity within our jurisdiction in the near future. Jobs are beginning to break and we expect soon to have more than we can handle with our own members. Rest assured we will be pleased to advise all neighboring local unions when the boom hits.

We extend a cordial invitation to all Brothers to visit Business Manager Chambers

at the local union office, 15th and Ezery Streets, Chester, Pa. We are sure Bert will make any visitors feel at home.

No doubt every member of the I. B. E. W. is in full accord with the American Federation of Labor's assurance to the government of no strikes on defense projects.

This means full steam ahead for all the crafts and workers on all such jobs.

We offer the suggestion that all local unions within the Brotherhood purchase Defense Bonds or stamps. This is one way we can really show our government and the men in service that the "army behind the Army and Navy" is measuring up.

J. A. DOUGHERTY,
Press Secretary.

L. U. NO. B-667, PUEBLO, COLO.

Editor:

The officers elected to the units of B-667 are: W. E. Hadden, chairman, Rocky Ford, Colo.; J. S. Pinkerton, secretary, Rocky Ford, Colo.; W. L. Calloway, chairman, Canon City, Colo.; John Jones, secretary, Canon City, Colo.; John Stack, chairman, Walsenburg, Colo.; Roy H. Giles, secretary, Walsenburg, Colo.; John Hynes, chairman, Victor, Colo.; W. R. Symcovits, secretary, Victor, Colo.; A. S. Hadden, chairman, Trinidad, Colo.; Einar Nelson, secretary, Trinidad, Colo.; R. L. Fudge, chairman, Dawson, New Mexico; L. L. Hodges, secretary, Dawson, New Mexico.

B-667's agreement has been signed with the Southern Colorado Power Company.

GEORGE J. DEAN,
President.

L. U. NO. 677, CRISTOBAL, CANAL ZONE

Editor:

On July 14, this local union initiated Brothers J. Baker, H. O. Baker, S. A. Dreyer, R. F. Fariel, C. H. George, H. N. Gambrill, G. W. Kendall and M. L. Reed as journeymen wiremen. R. L. Plunkett, Jr., and J. R. Snyder were initiated as apprentices. Brother Snyder makes the third father and son combination in our local in about as many months.

Traveling cards were accepted from Brothers S. D. Michael, L. U. No. 516; D. Olsen, L. U. No. 567; W. Nessler, L. U. No. B-292.

Also at this meeting the Brothers passed a resolution instructing the officers of L. U. No. 677 to buy a \$750 Defense Bond even though we have to send to Washington, D. C. to purchase same.

Brother Van Veldt is back on the job after a serious illness, and Brother Chappelle has returned from the States where he was sent for treatment for an eye injury. Brothers A. A. Albright, D. P. Howe, J. H. Whidden, S. Lincoln, F. Newhard, W. H. Nellis and R. Otto and their families are vacationing in the States. Brother H. G. Howe and his wife are enjoying a few days in Costa Rica, cooling off from the long hot spell we were given this spring on the Canal Zone. We hope each of them has a pleasant journey and a lot of fun.

On July 20, J. P. Mitchell, from the War Department, and Brother William Hushing, A. F. L. legislative department, held an open meeting here for employees of contractors operating on the Canal Zone defense program, the purpose of which was to hear all legitimate complaints from these men, and many complaints were stated on the floor giving these two gentlemen a good insight on the lack of working conditions under the contractors on the Canal Zone. My personal opinion is that from reports made at this meeting the War Department is going to make some immediate changes in overtime rates of pay, hospitalization and commissary privileges for these employees whether they

reside in the Republic of Panama or on the Canal Zone. There are possibly other changes coming in the not-too-distant future, but I'll parley these three for now.

August 1 is just another day to most of us but to Brother R. W. Grabhorn of this local union it marks the end of his Canal Zone career. Rudy, as he is known to his co-workers, was initiated into the I. B. E. W. on January 29, 1910, and he has been in good standing since that time. On July 26 the employees of the Atlantic Locks gave a retirement party for Brother Grabhorn and presented him with a 21-jewel Longines pocket watch. Brother Rolland Axtell of this local was toastmaster for this occasion and did a good job of it.

If it is possible to compare for a moment the routine of life to the playing of a slot machine, may we say, Rudy, that each member of this local is indeed glad that you hit the "jack pot" and in Shangri La (Florida to you) that you will get your share of good breaks. The best o' luck to you and your family.

C. T. SWEARINGEN,
Press Secretary.

L. U. NO. B-702, WEST FRANKFORT, ILL.

Editor:

Brother William J. Martin, retiring president of our local, was presented a 19-jewel solid gold Hamilton wrist watch at the close of our last executive board meeting. This was a gift from Executive Board Members W. P. Hollomon, E. W. Madine, George F. Baker, J. Ed Sedgwick, Carl Foster and Frank Rush. Also Business Manager Eugene E. Scott, Assistant Business Managers N. J. Webb, George E. Johnson, E. L. Tillman and O. L. Sexton.

Brother Martin has been president for the past eight years and we wanted to show our appreciation for the way he has conducted the business of this local union.

J. ED. SEDGWICK,
Press Secretary.

Springfield, Ill., Unit

Editor:

The important question foremost in our minds here today is, "Will the electrical department continue to operate after August 15?"

At that time the franchise expires under which the company has been operating. The city has served notice on our company to that effect, which means that the city officials are considering refusal of a new franchise.

The city has a municipal electrical system in direct competition to our system. Several years ago the city offered to purchase all of our company's property except the gas system. In fact, the deal was made by officials on both sides, but the sale was knocked out by popular vote of the people. If our company does not get a new franchise considerable changes will be made sooner or later in our membership and employment.

The competing company employees are members of Local Union No. 193. I might add that the two companies give each other very keen competition, but the men, as union members, are on the best of terms.

Our company is a combination utility, furnishing electricity, gas and heat to Springfield and surrounding territory. That being the case, we have several different crafts in our local—electricians, gas workers, steam fitters, meter repair men, stove repair men, meter readers and storeroom men.

The electrical construction crews have been busy on replacement work and new work this summer. Some of the 2,300-volt system has been replaced with 4,000-volt

system in both the underground and overhead lines in the outlying districts.

The gas mains are being extended to several new suburbs of Springfield and this will increase the work for the gas department.

Due to the large number of appliances sold this year, the storeroom employees have been on the jump all the time and had considerable overtime, which is unusual in that line.

The steam heat boys are busy as usual with the summer cleaning up of their meters. The meter repair men, both gas and electric, are busy as usual—not much change. Meter readers are still plodding away with Brother Jim Morris in Uncle Sam's training camp.

The new officers of our local were installed July 14. The retiring president, Brother Tip Kline, was our first president and is a charter member of our local. We all feel that Brother Kline did a very nice job as head of our local at a time when it was getting started. He has had his share of trials and troubles, but all of them were ironed out and the local is going along very smoothly. Brother McVey, retiring vice president, is our second vice president, being preceded by Brother Carl George. The recording secretary and financial secretary, Brothers Kuntzman and Bruenner, are retained at their old places. They are both charter members and have handled their respective offices through the thick and thin of a new local.

We all wish Brother Tolliver, our new president, good luck during his term of office, and I am sure he will receive the cooperation of all members.

CHARLES MILLER,
Press Secretary.

L. U. NO. 734, NORFOLK, VA.

Editor:

In the July JOURNAL, which I have just finished reading, I note that Brother Martin of L. U. No. 80 has taken up my cry as to the small attendance at our local's meetings. The laxness in attending is due in no small measure to poor salesmanship on the part of the membership. If you have something upon which you yourself are thoroughly sold, it shouldn't be too hard to sell your fellow-worker. The trouble seems to simmer down to the bare fact that we all have too many card men and not enough union men.

At our last meeting on July 17 we put through 24 new members and read applications from 39 more. These last will be initiated at our next Norfolk meeting on August 1, at which time we will also have the first of our fall beer parties. If Brother Martin will come up then he will see the unusual sight of all seats taken. It works in union meetings just as in love-making—"feed the brute." More next time.

O. W. HERB,
Press Secretary.

L. U. NO. 743, READING, PA.

Editor:

This being my first correspondence since being appointed press secretary of L. U. No. 743, I shall attempt to relate events in our locality.

Our annual outing was held on July 26 with a goodly representation of members, contractors, power company and inspectors of the Underwriters. Quite a varied program was presented consisting of general discussion on present equipment and wiring methods employed, stories of past experiences of the different members, recreation and eating. This annual affair brings together the employees and employer under quite a different circumstance than we usually meet, and it has an air of fellowship.

In our locality we have all our men working and several other sizable jobs in the offing. At present a number of the Brothers are working at the West Reading plant of the Metropolitan Edison Company, where a new generating unit is being installed, while a number of other Brothers are busily engaged in alterations and expansion programs of the local industries. We also have a few that seek the greener grass and varied experience by traveling hither, thither and yon.

And now may I add just a bit of social gossip to this letter that may be of interest to some of the older members of the Brotherhood and who may have met him in the past: Brother Charles Yeager, our oldest active member, who, I am informed, has been in continuous good standing for the past 37 years, has finally come to the conclusion that two can live as cheaply as one, therefore our bachelor is no more. I join with the members of our local and his friends in other locals in congratulating and wishing both all the happiness that can be had.

The fishermen of Local No. 743 also had their annual deep sea trip and several members are still trying to figure out why they cannot get accustomed to the sea. Quite a good catch and nice trip to and from the shore.

Will try to have more from this locality from time to time.

R. L. BUCKWALTER,
Press Secretary.

L. U. NO. 744, PHILADELPHIA, PA.

Editor:

Action was the spearhead of activity in the meeting hall of Local No. 744 on the evening of Friday, June 27, when the election of officers took place. This meeting was full of zip and the officers serving the fiscal term were reelected.

Chairman Steele spoke on the necessity of the proposed one dollar assessment to help defray expenses for our fight for the pending wage increase.

We understand that President B. M. Jewel, of the Railway Employees Department, asks for 70 cents per hour for unskilled labor and \$1.15 per hour for skilled labor and he is legitimate in making this request if statistics are correct.

Statistics tell us that in 1940 the U. S. Steel made a net profit of \$420 per worker, the American Telephone and Telegraph \$528 per worker, the General Electric Co. \$826, General Motors \$977, the Standard Oil Co. of New Jersey \$1,000 and the Du Pont Co. \$2,200 per worker; and the concept of the managerial forces of the railway industry decry with utmost disfavor the request of Mr. Jewel.

The only union busting weapon that the employers hate to use is a policy of paying the highest possible wages for the shortest possible hours.

DAVID F. CROUSE,
Press Secretary.

L. U. NO. 765, SHEFFIELD, ALA.

Editor:

First, we want to pay tribute to the "go-boys" and reservists in the ranks of our local who have been called to the colors. The latest to go is Brother Robert Rudesill, now at Naval Radio School at Noroton Heights, Conn. Already in the service are Brothers A. H. Weyler, E. E. Jungerman and E. C. Smith. They're giving a lot so that the rest of us can continue in the American way. Brothers Young and Bloodworth were summoned for examination, but rejected on it. Brother A. F. Weston took his T. C. with him last year. Captain W. A. Shrader, unfortunately, let his card drop before the

present arrangement. Anyway, we are well represented and proud of them all.

The Reynolds Metals Co. has put its new aluminum plant into production here. The company has signed an agreement with this local setting the scale for rectifier substation operator at \$2,200 per year, time and one-half for overtime. This is a temporary agreement pending full scale operation, at which time a more favorable contract is expected. Brother Heistand, formerly of B-9 in Indianapolis, deserves much credit for organizing the operators at Reynolds.

Numerous defense projects in this area have forced up rents, groceries, etc., and the standard of living tumbles for anyone on a pre-boom salary. Many operators at the Wilson Steam Plant have been forced to move to houses without sanitary connections. As example, one member of our local had the rent boosted on the house he was in from \$18 to \$50 per month.

The Wilson Steam Plant remains a sort of stepchild, partly because its "heart belongs to Daddy" War Department, partly because of the problem of disposition of operators during shutdowns. The TVA recently agreed to change these employees from temporary to indefinite status, which means that they will participate in the TVA's retirement plan, similar to social security, and heretofore denied these men. This plant is off the line at present, due to blade failure, but it is hoped to have it back in service soon. Sometime ago another organization disputed this order's right to represent the operators there, but the I. B. E. W. stuck to its guns and emerged triumphant.

The TVA substation boys are perturbed, ruffled, up in the air, disgruntled, in a huff, etc., over results of their negotiation. Rather than accede to a request for wage increases based on the fact that many of them were doing district power dispatching, the TVA attempted to centralize all dispatching in the two main offices. This arrangement does not seem to be working out satisfactorily due to inadequate, yet costly, communicating facilities, large numbers of clearance requests or outages occurring simultaneously, and the fact that interruptions of service are unavoidably lengthened. We believe that this experiment will demonstrate that the TVA's system has grown so large that our contentions are justified.

Wage conference time with the TVA will soon be here again and we want to exchange as many utility contracts as possible with other locals, as we need them for study before preparing our brief. Send them to the writer at Wilson Dam, Alabama.

J. D. CURRIE,
Press Secretary.

L. U. NO. 862, JACKSONVILLE, FLA.

Editor:

At last a letter from railroad Local No. 862. Our local is composed of members working for Seaboard Air Line Railway and Jax Terminal Company.

We installed our new officers at the meeting of July 11 and here they are: President, J. H. Kirchain; vice president, J. H. Silcox; recording secretary and treasurer, M. H. Abrams; financial secretary, C. W. Morrison; executive board, N. S. Bunting, W. S. Henderson, Max Kainomsky and C. D. Holland; committeeman, S. A. L. Railway Shop, J. D. Bailey; committeeman, Jax Terminal Co., J. H. Kirchain.

Our letter this time is to "kinder" get acquainted with the other locals. Our new officers are on the job and need the support of each member. I'll have something really to write about, as the executive board has a job of drafting a new set of local by-laws.

The local has invested in a number of U. S. Defense Bonds and, too, the S. A. L. Railway has made it possible for every employee to buy these bonds by deducting a small amount out of each pay check.

I'll be seeing you.

J. R. BOYLE,
Press Secretary.

L. U. NO. B-876, GRAND RAPIDS, MICH.

Editor:

It has been a long time since Local No. B-876 has appeared in these columns, but we think we should send in the returns from our election and let the Brothers in other parts of the country know that Local No. B-876 is still in the fight.

We have had a big fight with the C. I. O. and won the election last September only through the hardest of work by all of our members. It has been a great pleasure to see the fight that these men have displayed. Every one of our 19 units contributed to this victory. If only one of them had let down, we would have lost, but we are proud to say that every man in this organization did his bit, including the representatives of the I. B. E. W. of whom we have had four at different times on this property. We of Local No. B-876 feel that we owe a great debt to the I. B. E. W., which has made it possible for us to continue the fight, and we should like to thank not only the I. B. E. W. and the international officers, but also International Representative Petty for his fine work, and International Representatives T. Daly, Al Wright, and "Smokey" Staunton, not only for their interest in our problems, but for the many long hours spent on this property, and we will never forget the debt owed to these men.

Consumers Power Company operates in the southern central part of Michigan, covering an area, roughly, of 200 by 300 miles. While trying to organize a company is usually a big job in itself, these men have had to fight a rival organization, which was seeking to gain a foothold in an industry and in the field of the I. B. E. W. which has never been penetrated successfully by the C. I. O. This fact has made the problem much more difficult, but the men in our organization have been equal to that task.

Local No. B-876 is composed of 19 units located in the following cities: Adrian, Alma, Battle Creek, Cadillac, Flint, Grand Rapids, Ionia, Jackson, Jonesville, Kalamazoo, Lansing, Manistee, Muskegon, Newaygo, Owosso, Pontiac, Saginaw, Six Lakes, and Tawas City. Each one of these units has been very loyal, and to name all the officers in each unit would require too much space, as there are about 200. The success of our organization lies in the fact that the officers of these units handle their own business and put in a great deal of time for their organization, because they believe in the labor movement.

The following names are the state officers of Local No. B-876: Thomas N. Byle, president; George Fore, vice president; F. K. Justus, financial secretary; Arnold Pagel, recording secretary; Harlan Cooper, treasurer.

These men were reelected by a big majority, due to their fine work for the past two years. At this election, we also elected for the first time a business manager, which job went to G. L. Gill, who previously had been chairman of the state executive board.

Our state executive board retained four of its original members and three new members. These men represent various parts of the state. Brother E. J. Fox, who was on the board for the last two years, comes from Grand Rapids. Brother E. Downs, also on the board for the last two years, was reelected

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from Kalamazoo. Howard L. Box was given another two-year term on the board from Lansing. Ray Harder from Flint, who had filled out a vacancy, also was elected. The three new men are William J. Frecker from Pontiac, H. Chapman from Jackson, and B. E. Ashley from Battle Creek. This board is composed of well known and well liked officers who have the confidence of the men in this local. Local No. B-876 congratulates these officers on their election and wishes them the best of success.

As many of our Brothers know, we won a National Labor Relations Board election last September, and after negotiating several months, signed an agreement with the Consumers Power Company, effective March 6, 1941. We think this agreement is a very good one for the first agreement with the company. There are some conditions we would like to add to this at later dates, but we realize that labor has a continuous fight to gain the things that it wants, and we expect at the end of this agreement to be able to effect some changes in which everyone is interested.

As we have this property only 75 per cent organized, our big job in the next several months is to bring in another 20 per cent, which we feel we can do by the end of the year, which will have some bearing on our next agreement.

We would like to hear from other organizations, and if any interested organization will send us a copy of their agreement, we would be very pleased to send them a copy of ours and answer their letter, as we are interested in contacting people in the Brotherhood. We hope that our delegates for the coming convention in October will make the acquaintance of many of our Brothers this fall.

G. L. GILL,
Press Secretary.

L. U. NO. 912, CLEVELAND, OHIO

Editor:

It has been quite a while since any news filtered through from Local No. 912, Collinwood, Ohio. Since the last column was written, we have had an election and installation of officers. The following Brothers were elected and installed to carry on for the ensuing term: President, A. Senger (re-elected); second vice president, Paul Meloy; financial secretary, Joe De Paul (re-elected third term); recording secretary, H. O'Keefe; treasurer, Fred Stanley; executive board members, L. Berg and H. Lloyd. Delegate to system council and national convention, H. O'Keefe; alternate, H. Lloyd.

Brother Henry Koeth (otherwise known as "Handrail Hank") retired on pension as of June 30. A presentation party was given on July 12 at the headquarters of Post 999, American Legion, Collinwood. Around 50 of his workmates were present to give Hank a sendoff into retirement; a wallet with something in it was presented to Hank by Brother H. Lloyd as a parting gift from his shopmates. I may say that Brother Koeth had the heaviest and most laborious job in the electrical department. He will now join No. 1 pensioner Frank Evans, who was present at the above event.

There is quite a lot of resentment being heard, also very uncomplimentary remarks concerning the dilly-dallying now going on in regard to the wage increase and vacations with pay. Comparisons are being made in regard to the rival unions, who seem to get what they want without so much palaver. The electricians on the railway are paid 86 cents an hour—that is for a 48-hour week. Investigation proves that electricians in plants in and around Cleveland are getting from \$1 to \$1.15 an hour for a 40-hour week, with higher rates for overtime and vacations with pay. But the majority of these electricians are not A. F. of L., so to put the matter bluntly we need some new blood injected into the organization, and this applies to the system council. We need some leaders who are more aggressive, who realize that the working conditions are not the same as they were a few years ago, and that the mechanic is not getting his just reward, so let us hope that the delegates to the system will do their duty at the next convention. Cheerio.

ELECTRO,
Press Secretary.

L. U. NO. 923, AUGUSTA, GA.

Editor:

As the regular press secretary has resigned and entered another field of endeavor (that old endeavor to feed the face three squares a day) the president of L. U. No. 923 stretched forth that mighty ham and tapped this unlucky mortal and says "From henceforth, you're it!" and being small and meek by nature never could I raise the courage to argue with the mighty bull moose. So from henceforth may the Lord have mercy on you and me. Me for writing it and you for having to read it.

On the night of June 13 the Brothers and their wives assembled for a good old fashioned barbecue and a general good time with some serious business on the side. We are seeking to interest some of the newcomers on our job in becoming regulars and also give the wives a good talk on unionism, and right here I want to say the ladies surely took it all to heart, for at our next regular meeting the Brothers were presented with a request that we sponsor a women's auxiliary, and right manfully did they respond. Now from what your correspondent can gather the ladies are tearing their shirts (beg pardon,

their hats!) getting their organization together. Hope by next time I will be able to give you all the information plus the official tidings that the ladies are formally organized.

We were very sorry to hear that the wives of Brothers J. L. Anderson and Carl Payne were forced to spend some time in the hospital and hope they will soon be out and enjoying good health.

Here of late we have had a visitor in our midst not once but twice, yep, the old bird with the long legs and beak paid a visit to two of our Brothers. Congratulations to Brothers J. E. Andrews and Bob Ballard. Both girls and doing fine. And right now I want to advise another red head Brother that this scribe doesn't smoke anything less than ten centers so take warning.

As I stated at the start our former press secretary resigned and our local lost a mighty fine member and worker. In appreciation for his efforts a committee was appointed to draw up a resolution commending Brother Ramsey on his efforts.

Whereas Brother Roy C. Ramsey has left Local Union No. 923 to take up the duties of his new position; and

Whereas these duties will deprive us of his able leadership as an efficient officer and a loyal member; and

Whereas he has always been a source of inspiration to the officers and members of this local union and was ever ready to humbly assume any responsibility that was necessary to advance the welfare of his fellow workers; and

Whereas Local Union No. 923 feels very keenly its loss of his splendid qualities of leadership, friendliness, cheerfulness, and wisdom that have meant so much in the formative years of our local; therefore be it

Resolved, That this local union commends Brother Ramsey for the past services he so willingly gave to us and extends to him its best wishes for success in his new undertaking; be it further

Resolved, That a copy of these resolutions be spread on the minutes of this meeting and copies be mailed to Brother Ramsey and to the JOURNAL for publication.

R. M. BALLARD,
Chairman,
C. G. FREEMAN,
STANLEY BRYAN,
Committee.

Being new to this job and a greenhorn, am going to have to ask the office force to overlook any "bulls" and slip me the correct dope until I get my bearings.

Got your letter, Brother "Rab," remember the old saying "No tickie no washee"? well here's the "tickie." How am I doing?

Brother R. W. Barnes, the president of Local Union No. 923, has been elected as president of the Augusta Central Labor Union for a second term. Congratulations, Brother Barnes.

Having run out of words, it's true, so help me gosh, will call it quits for this time.

YANK,
Press Secretary.

L. U. NO. B-1073, AMBRIDGE, PA.
Editor:

Last month we reported the results of our regular election of officers. Now we wish to report the final step in the installation of our officers for the ensuing term.

At our last regular meeting the newly-elected officers took their oath of office and were installed by our international representative, A. R. Johnson. At the regular meeting of the executive board they chose as their president Clifford Caldwell.

An intense heat wave in this area has kind



They know how to picket in Kansas, and while not "on the line" the girls are at the commissary tent fixing that noon-day snack that keeps everybody happy. Plant being picketed is the National Battery Co., and the local union applying persuasion is L. U. No. B-1056 of Leavenworth, Kans.

of taken the starch out of the membership as a whole and we have not heard any constructive criticism for some time. It is hoped that as soon as the vacations are over and the heat wave has passed that the boys will be back on the line with bigger and better ideas for the future.

Many of our members with their wives and children attended the annual picnic of the National Electric Products Corp. at Kenywood Park on July 19. An enjoyable time was had by everyone who attended, and the committee and Mr. W. C. Robinson, president of the company, who made this affair possible, are to be congratulated.

Mr. Robinson donated a quantity of tickets to be distributed to the children at this picnic and the local also donated a quantity of tickets so the children were assured of an exceptionally pleasant day.

We read in the July JOURNAL an article on "Zinc and the Public Interest" by O. A. Frederickson of the engineering staff of the National Electric Products Corp., and we were pleased to see the statement get such wide publicity. It shows that our company is not only interested in seeing that our members are able to remain at work by assuring a supply of the necessary raw materials, but also that they are interested in maintaining the high standards of quality and safety which manufacturers and electrical workers alike have striven so hard to secure for the industry.

JOSEPH A. O'NEILL,
Press Secretary.

L. U. NO. 1215, WASHINGTON, D. C.
Editor:

The officers of the local for the next two years, elected at a special meeting on Friday, June 6, were installed at the July 2 meeting after the completion of the regular business.

Donald Saunders, who has been on the WJSV engineering staff for six years, left on July 26 for active duty as a lieutenant J. G. in the United States Naval Reserve. His place on the staff has been taken by Carl Lindberg, who formerly worked for WKBN, Youngstown, Ohio.

The Brothers of WJSV who have had the opportunity of attending the Red Cross first aid course for the past several months

are awaiting the outcome of the examinations on the first part of the course which they took on Friday night, July 25.

Ralph Cannon, chief engineer, and Ross Beville, assistant chief engineer of WINX are suffering from bad cases of poison ivy on the face. They were working on the WINX booster transmitter in the country when they picked up the poison.

The engineers of WJSV have been quite busy making pickups for the "Spirit Of 41" program heard over the CBS network on Sunday afternoons at 3:30 p. m. E. S. T. On June 29 Granville Klink handled the pickup from Fort Benning, Georgia, and on July 13 three engineers including Dick Whitman, Donald Saunders, and Granville Klink handled the pickup from the Marine base at Quantico, Virginia. A short wave relay pack transmitter was used aboard a boat in describing the landing attack of the marines.

Walter Ward, the remote engineer for WINX who has been making the pickups from the traffic court, found out how the traffic law violators feel when they face the judge. Walter was recently fined \$6 by his honor for parking in front of a fire hydrant. Contrary to the old story he wasn't working on the traffic court pickup when his car received the tag—he was picking up his laundry.

Harold Forry, WJSV studio supervisor, spent two weeks of his vacation aboard his boat, Lolita, on the Potomac River and the Chesapeake Bay. He had planned to go to Tangier Island farther down the bay but the weather was quite stormy. He was joined by a group of the WJSV Brothers including Ed Laker, Kenneth Groom, and Frank Seville for a day's fishing trip. A good time was had by the group, fishing, eating, and drinking, with particular emphasis on the last two activities.

WALTER BRESTER,
Press Secretary.

L. U. NO. B-1255, WEST NYACK, N. Y.
Editor:

Being made press secretary of our newly born union, it gives me pleasure to sit down at the old Remington and introduce to you and your readers Local Union No. B-1255

nestled in the valley of the Ramapo Mountains.

We come to these pages of organized labor for the first time with this issue. As our organization was the first group to successfully negotiate a contract with our employer since it first opened its doors over 30 years ago, we feel very proud of the work accomplished by Brother T. Naughton, I. B. E. W. representative, and our contract committee.

I am very glad that all members were so sensible as to affiliate with the A. F. of L., the all-American union, rather than the C. I. O. This gives us the advantage of arbitrating for our benefits rather than striking to attain our aims. Our employers must have breathed a lot easier when learning the boys were unionizing under the A. F. of L. rather than the C. I. O. It proved to our employers we were still willing to do business in the American way. We found our employers good Americans, and they, too, were willing to do business in the American way. It will not be necessary to take the Army away from "defense maneuvers" and transfer them to "defense production."

It was interesting to note that the A. F. of L. bars all communists from holding office in their locals. This is one great step towards keeping America organized by Americans for the protection and security of the great American principles on which our country was founded and without which it could not continue to live.

Quite some years ago I visited a steel works. I saw the pig iron and steel scraps melted into a sizzling, smoldering hot mass. I watched it poured out and when it cooled off it became a strong solid mass of unity. Nothing ordinary could tear it apart. I have recently watched pig iron stubbornness and scrappy topics melted down in our meeting to a hot smoldering mass, as ideas pro and can were fused together. Gradually as time went on we poured out our contract. We cooled off, so to speak, into a strongly united solid body known as Local No. B-1255 and nothing can tear us apart.

Labor, like time, has marched on. On to higher pay, better jobs, seniority security,

better living conditions and a better understanding with management.

It is pleasant to state that we could talk with our employers as friends instead of bargaining like one thief with another. We did not have to rob Peter and pay Paul, then steal again from Paul to replace to Peter in order to clear our conscience. We all seem to realize that the purpose of "union" is to work together for the good of ourselves and the good of our country to which we shall always be indebted for the freedom, the liberty and the justice for which our forefathers fought and died. Brother Naughton stated at the close of our last contract meeting that it was the most pleasant negotiation he had ever conducted.

It recalled to my mind the words of the late Woodrow Wilson when he said, "If you come at me with your fists doubled I think I can promise you that mine will double as fast as yours; but if you come to me and say, 'let us sit down and take counsel together, and, if we differ from one another, understand why it is that we differ from one another, just what the points at issue are,' we will presently find that we are not so far apart after all, that the points on which we differ are few and the points on which we agree are many, and if we only have the patience and the candor and the desire to get together, we will get together." This, in a nut shell, is the attitude that prevailed. We sat down and took counsel together, we had the patience and the candor and the desire to get together, and we did get together.

RUSSELL ODELL,
Press Secretary.

APPRENTICE

(Continued from page 406)

essence a deliberate and organized system of *training on the job*. Instruction in subjects related to the trade undoubtedly should be included as part of an apprenticeship, but it should never be accepted as an adequate substitute for apprenticeship. Only a thorough job-experience can provide the maturity of judgment and acquaintanceship with the practical requirements of a trade so essential to all-round competence.

WILLIAM F. PATTERSON,
Chief of Apprenticeship,
Division of Labor Standards,
U. S. Department of Labor.

JACKSONVILLE OCCUPIES NEW LABOR TEMPLE

(Continued from page 408)

few of the trades moved into Carpenters Hall, at 136 East Bay Street. By 1932 these quarters had become unsatisfactory and the Central Labor Union rented the second floor of the old Byrne Building, at the corner of Main and Adams, which was remodeled at considerable expense to accommodate other organizations. However, with the NRA the labor family's fortunes had improved, and with the rapid growth of some locals this location was soon outgrown. After sojourning for only a short time in the second floor of a building at Laura and Ashley Streets, the group moved again, this time to 21 North Ocean Street, where the entire upper floor was remodeled by volunteer labor into meeting halls and offices.

After losing its first labor temple, Jacksonville unions had been greatly downcast and pessimistic about ever again raising the money for such an investment. But after these many moves from one set of unsatisfactory quarters to another, their determination revived. W. L. Ivey, R. C. Lynn, E. C. Valentine, C. L. England and R. W. Tongee applied for a charter for the Union Temple Association, Inc.

The first venture was to lease the second floor of a building at 111 East Bay Street and to gather together enough volunteer labor and donations to recondition and remodel it. About January 1, 1937, many of the building trades locals and some of the miscellaneous trades moved in. The Central Labor Union followed after an interval, and 111 East Bay Street became known as the Labor Temple.

But once more a substantial growth in organized labor's numbers and strength made this rented home seem cramped and poorly arranged. The member unions of the association determined that "our own home" would be worth the investment entailed. After much exploration and discussion, the building at 808 Main Street was purchased. The work of modernizing it—how the building committee secured much for little, the personal contributions of time and effort—would be a story in itself.

Now the new home is completed and occupied. Through the efforts of active workers in the Union Temple Association Jacksonville labor has been presented with an asset valuable in many ways. Its ground floor offices make it possible for business agents to conduct union business in an efficient way. Its spacious, well-ventilated, beautifully lighted meeting halls make "going to the meeting" a source of pride and pleasure. Then, also, the recreation rooms and kitchen open the way to new friendliness within the family of labor.

In addition to all these within-the-family advantages, there's also the effect on the neighbors, the business people of Jacksonville. Seeing this fine, dignified new home they can't fail to recognize that the family is "coming up in the world," achieving a solid footing in the community.

PUBLIC GATHERING LAUNCHES APPRENTICE STANDARDS

(Continued from page 407)

The other two are the painting and plumbing industries.

The National Joint Committee on Apprenticeship Standards for the Electrical Construction Industry met first in Washington in May and organized, carrying through a gruelling two-day session; then met in Chicago in June and completed their work. Their work was facilitated by the fact that many local joint committees for the electrical construction industry had been set up in key cities, and by the fact that they had the consultation of representatives of the staff of the Federal Committee on Apprenticeship.

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IN MEMORIAM

Roy A. Ewell, L. U. No. 129

Initiated September 17, 1918

It is with a sincere feeling of sadness and regret that we, the members of Local Union No. 129, record the untimely passing of our true and loyal Brother Roy A. Ewell, who was called from us on July 7, 1941; and

Whereas it is our desire to express our grief to his family and friends and to extend to them our sympathy and understanding; therefore be it

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to the family and a copy be sent to our Journal for publication; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days as a tribute to his memory.

E. F. JONES,
A. B. WEAVER,
V. C. PLUMB,
R. K. SIMMS,
CHARLES C. SAUER,

Elyria, Ohio

Committee

Lyle A. Mechelke, L. U. No. B-663

Initiated February 12, 1941

It is with deepest sorrow and regret that we, the members of Local Union No. B-663, record the passing of Brother Lyle A. Mechelke, whose death occurred July 9, 1941.

Resolved, That we pay tribute to his memory by standing in silence for one minute at a meeting of the local and by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family and be entered into the minutes of the local union and a copy be sent to the Electrical Journal; and be it further

Resolved, That our charter be draped for 30 days in his memory.

OFFICERS AND MEMBERS

OF L. U. No. B-663.

MALCOLM CHINNOCK,

Milwaukee, Wis.

Recording Secretary

Claude E. Seise, L. U. No. 292

Initiated December 7, 1937

Robert L. Stevens, Jr., L. U. No. 292

Initiated May 4, 1937

It is with the deepest feeling of regret that we record the passing of Brothers Claude E. Seise and Robert L. Stevens, Jr., of Local Union No. 292, who were far from their material homes when they were called away to their spiritual home by the Almighty God.

Whereas we, the members of Local Union No. 292, I.B.E.W., have lost two true and loyal Brothers; be it therefore

Resolved, That Local Union No. 292 express its appreciation of their services to our cause and our sorrow in the knowledge of their passing; and be it further

Resolved, That the membership extend its sympathy to the families of our late Brothers in their time of great sorrow; and be it further

Resolved, That our charter be draped for a period of 60 days in respect to their memories; and be it further

Resolved, That a copy of these resolutions be sent to the families of our late Brothers and a copy be spread on the minutes of our meeting and a copy be sent to the official Journal of our Brotherhood for publication.

CLARENCE JOHNSON,

Minneapolis, Minn.

Press Secretary

Oliver E. Dailey, L. U. No. 1112

Initiated June 25, 1938

It is with deep sorrow and regret that we, the members of Local Union No. 1112, record the passing of our Brother Oliver E. Dailey on June 7, 1941; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be sent to his bereaved family, and a copy be spread on the minutes of our meeting, and a copy be sent to the official Journal of our Brotherhood for publication.

WILLIAM CRAGUN,

EARL NICHOLSON,

JAMES EASTES,

Jonesboro, Ind.

Committee

D. W. McDougall, L. U. No. 213

Initiated October 4, 1909

The passing onward of Brother Danny McDougall brings to Local Union No. 213 a deep sense of sorrow and a loss that will not quickly be healed, for his intense loyalty to our organization and activity in its support has been far above that of an average member. Serving for a considerable time as president, he has helped to shape the policies of the local, and left his impression upon its character and ideals. It is in grief that we realize his absence from us, and miss the friendship that was ours.

Whereas we feel that we have lost a wise counsellor and the highest efficiency in the administration of his office, the fruits of his labor shall live on indefinitely; therefore be it

Resolved, That we extend to the bereaved family our heartfelt sympathy in this time of their sorrow; and that a copy of these resolutions be sent to his family and one to the international secretary for the Electrical Workers Journal; and be it further

Resolved, That our charter be draped in mourning for 30 days and a copy of these resolutions be spread in full on the minutes of Local Union No. 213.

D. V. BAKER,

DAN CUMMINGS,

GEORGE TOLHURST,

Vancouver, B. C.

Committee

Michael Fritsch, L. U. No. 501

Initiated February 3, 1923

It is with a sincere feeling of sorrow that we record the passing of our Brother, Michael Fritsch, who died June 18, 1941; therefore be it

Resolved, That we pay tribute to his memory by expressing to his sister our sympathy in this hour of sorrow; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be sent to his sister, a copy spread upon our minutes and a copy sent to the official Journal for publication.

JOHN W. RATCLIFF

Yonkers, N. Y.

Gailen Kirkwood, L. U. No. B-1112

Initiated October 26, 1937

We, the members of Local Union No. B-1112, with a sincere feeling of sorrow and regret, record the passing of Brother Gailen Kirkwood; therefore be it

Resolved, That we express our sympathy to the family who mourn his loss; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of this meeting, a copy be sent to the official Journal for publication and a copy sent to his bereaved family; and be it further

Resolved, That the charter be draped for a period of 30 days in memory of our departed Brother on March 26, 1941.

EARL NICHOLSON,

JAMES EASTES,

WILLIAM CRAGUN,

Jonesboro, Ind.

Committee

Albert E. Cohn, L. U. No. 6

Initiated November 15, 1899

It is with a sincere feeling of sorrow that we record the passing of our Brother, Albert E. Cohn, who died June 22, 1941.

Our late Brother, Albert Cohn, served for many years as an outstanding official of Electrical Workers Union No. 6 and delegate to the Building and Construction Trades Council of San Francisco. He was highly esteemed as a loyal, competent electrical inspector. His activities in progressive legislation and for safety in the electrical industry have been highly commended. His charitable interests were many and are gratefully remembered; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

J. NUNAN,

A. PULTZ,

C. FOEHN,

San Francisco, Calif.

Committee

W. E. Richardson, L. U. No. B-570

Initiated June 19, 1907 in L. U. No. 242

Whereas our Brother, W. E. Richardson, has been a true and loyal member of the International Brotherhood of Electrical Workers for the past 37 years; has devoted much of his strength that this organization might forge ahead; and

Whereas the multitudinous duties of life have caused him to falter and fall by the way; be it

Resolved, That our heartfelt sympathy be conveyed to the bereaved members of the family; and be it further

Resolved, That we pay tribute to his passing and memory and that we drape our charter for a period of 30 days, and we send a copy of these resolutions to his family, send a copy to our official Journal for publication and spread a copy on the minutes of our meeting.

WILLIAM A. WEST,

Tucson, Ariz.

Financial Secretary

Louis W. Allen, L. U. No. 37

Initiated November 28, 1919

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst on June 17 our esteemed and worthy Brother, Louis W. Allen; and

Whereas in the death of Brother Allen Local Union No. 37 has lost its business manager and recording secretary; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be sent to his family and a copy spread on our minutes and a copy be sent to our official Journal for publication.

RUSSELL STEADMAN,

THOMAS STANTON,

CHARLES GIFFORD,

New Britain, Conn.

Committee

William Buford Lashlee, L. U. No. B-954

Initiated February 3, 1941

With profound sorrow and regret we, the members of Local Union No. B-954, record the untimely death of Brother William Buford Lashlee.

Whereas we wish to extend to his wife and relatives our deep and heartfelt sympathy; be it therefore

Resolved, That we as a body in meeting assembled stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy be spread upon the minutes of this meeting of Local Union No. B-954, a copy be sent to our official Journal for publication, and that our charter be draped for a period of 30 days.

HAROLD OLIPHANT,

W. D. CALLIS,

Bowling Green, Ky.

Committee

Roy Stacey, L. U. No. 22

Initiated January 8, 1924

Local Union No. 22 is again called upon to close the ledger of another staunch and true Brother of unionism, Roy Stacey. We regret his passing, but the memory and deeds of such a worthy member will remain an inspiration to the relatives and countless friends he leaves to mourn his loss.

A copy of this memorial is to be sent to his bereaved wife, one to the Electrical Workers Journal and another to be recorded in the minutes of the Electrical Workers Benefit Association.

We also deem it proper to drape our charter for a period of 30 days.

FRED NYE,

AL JORGENSEN,

HAROLD SORENSON,

Omaha, Nebr.

Committee

George C. Kaiser, L. U. No. 494

Initiated May 4, 1939

It is with deepest sorrow and regret that we, the members of Local Union No. 494, record the untimely death of Brother George C. Kaiser; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family and be entered into the minutes of the local union and a copy be sent to the Electrical Workers Journal.

ARTHUR C. SCHROEDER,

THEO. LA CHAPELLE,

GEORGE SPATH,

JOHN BERST,

EMIL BROETLER,

GEORGE KAISER,

Milwaukee, Wis.

Committee

Joseph B. Graf, L. U. No. B-160

Initiated March 27, 1937, in L. U. No. 292

With a sincere feeling of sorrow and regret, we, the members of Local Union No. B-160, record the death, June 30, 1941, of our departed friend and Brother, Joseph B. Graf.

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on our minutes, and a copy sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to his memory.

G. P. PHILLIPS,
Minneapolis, Minn. Press Secretary

Robert Stewart, L. U. No. 213

Initiated February 12, 1930, in L. U. No. 348

Whereas Almighty God, in His wisdom, has seen fit to call from our midst our esteemed Brother, Robert Stewart, who has been a loyal Brother and member of Local Union No. 213; therefore be it

Resolved, That we pay tribute to his memory by expressing to his father, mother, brothers and sisters our sincere sympathy, and a copy of these resolutions be sent to the parents of our departed Brother, a copy be spread in full on the minutes of Local Union No. 213 and a copy be sent to our Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days as a tribute to his memory.

V. SHUTTLEWORTH,
J. MCSORLEY,
F. LOONEY,
Vancouver, B. C., Can. Committee

Albert E. Cohn, L. U. No. 6

Initiated November 15, 1899

Whereas Almighty God, in His infinite wisdom, has seen fit to call from our midst our Brother, Albert E. Cohn; and

Whereas Albert E. Cohn was for many years an outstanding member of Local Union No. 6, and

Whereas Albert E. Cohn not only fathered but also rendered exceptional service to the California State Association of Electrical Workers, and

Whereas Albert E. Cohn worked untiringly to formulate and secure the adoption of progressive and humanitarian legislation and of safety rules and regulations particularly applying to the electrical industry, and

Whereas these services for public welfare and for the improvement of the conditions of life of the Building and Construction Trades workmen are gratefully remembered; now therefore be it

Resolved, That the Joint Executive Conference of Northern California Electrical Workers of the California State Association of Electrical Workers assembled in regular session this twelfth day of July, 1941, hereby express our profound regret at the loss of our Brother, Albert E. Cohn, who served the I. B. E. W. loyally and faithfully for over 42 years.

Introduced by Local Union No. 6, I. B. E. W.
Adopted July 12, 1941.

WILLIAM RAY HILL,
Secretary-Treasurer, Joint Executive
Conference Northern California
San Francisco, Calif.

Vern H. Haybarker, L. U. No. B-48

Initiated May 15, 1907, in L. U. No. 73

Eugene E. Lovejoy, L. U. No. B-48

Initiated January 3, 1941

With a sincere feeling of sorrow and regret we, the members of Local Union No. B-48, pay our last tribute of respect to the memory of Brothers Vern H. Haybarker and Eugene E. Lovejoy; and

Whereas it is our desire to express our grief to their families and friends and to extend to them our sympathy and understanding; therefore be it

Resolved, That we, as a body, in meeting assembled, stand in silence for one minute as a tribute to their memory; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to their families, and a copy be sent to our Journal for publication; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days as a tribute to their memory.

G. MacQUARRIE,
J. H. LAKE,
J. A. ERWIN,
Portland, Oreg. Committee

Cecil A. Taylor, L. U. No. 401

Reinitiated February 16, 1918

It is with sorrow and grief that Local No. 401, of Reno, Nev., has to record the passing of one of our oldest, most respected and admired members, Brother Cecil A. Taylor.

Brother Taylor was a member of steadfast character who lent dignity and stability to our Brotherhood; therefore be it

Resolved, That, in a spirit of brotherly love, we pay tribute to his memory by draping our charter in black for a period of 90 days, and that we extend to the members of his family our deepest sympathy and our hope that time will ease their grief; be it further

Resolved, That copies of these resolutions be spread upon our minutes, published in our official Journal and a copy sent to the bereaved family.

GEORGE I. JAMES,
Reno, Nev. Recording Secretary

Charles H. Robedeau, L. U. No. 8

Initiated November 9, 1936

It is with deepest sorrow and regret that we record the death of our esteemed and worthy Brother, Charles H. Robedeau; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread on the minutes of the Local Union No. 8 and a copy be sent to our official Journal for publication.

P. MAHER,
D. NEELY,
A. LANG,
Toledo, Ohio Committee

C. F. Miller, L. U. No. 8

Initiated August 27, 1934

Local Union No. 8 must record the loss of another Brother, C. F. Miller. Those of us who were closely associated with Brother Miller will miss him keenly, and his passing on will be a loss to his family as well as to his local union. The deep sympathy of real friendship is extended to his loved ones, for we share in their sorrow; therefore be it

Resolved, That a copy of these resolutions be sent to his family and a copy be spread on the minutes of the Local Union No. 8 and a copy be sent to our official Journal for publication.

WILLIAM S. CONWAY,
C. BREMER,
A. LANG,
Toledo, Ohio Committee

C. J. Childs, L. U. No. 6

Initiated March 18, 1908, in L. U. No. 13

Whereas Almighty God, in His wisdom has seen fit to call from our midst our esteemed and worthy Brother, C. J. Childs, who had been a true and loyal Brother of Local Union No. 6; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother; that they be spread in full upon the minutes of Local Union No. 6, and a copy be sent to the Electrical Workers Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute and our charter be draped for 30 days as a tribute to his memory.

J. NUNAN,
A. PULTZ,
C. FOEHN,
San Francisco, Calif. Committee

Harry Randall, L. U. No. 584

Initiated August 27, 1926

It is with a deep feeling of regret and sadness that we are called upon to pay the last respect to our departed Brother, Harry Randall; and

Whereas in the death of our Brother Local Union No. 584 realizes it has lost one of the true and devoted members; therefore be it

Resolved, That we stand in silence for a period of one minute as mark of respect to him; and be it further

Resolved, That a copy of these resolutions be sent to his family; and be it further

Resolved, That a copy of these resolutions be spread on the minutes, and the charter be draped for a period of 30 days, and a copy of these resolutions be sent to the Electrical Workers Journal for publication.

T. E. LIVELY,
G. C. GADBOIS,
H. C. GILL,
Tulsa, Okla. Committee

Worthy D. White, L. U. No. 214

Initiated July 29, 1917

On June 28, 1941, the Divine Spirit saw fit to remove from our midst Brother Worthy D. White.

Brother White had been a member of Local Union No. 214 for over 23 years, and during that time proved himself a worthy, true and loyal member of our local, also sincere in the principles for which we are organized.

In recognition of the above, we, the members of Local Union No. 214, hereby wish to extend our sincerest and most profound sympathy to his remaining loved ones.

We also desire this published in our Journal, a copy spread on our minutes and a copy sent to the bereaved family.

J. O. HELANDER,
CHARLES FOOTE,
A. M. CORAZZA,
Chicago, Ill. Committee

Franklin S. Woods, L. U. No. B-304

Initiated January 26, 1934

It is with sincere sorrow and regret that we, the members of Local Union No. B-304, mourn the passing of Brother Franklin S. Woods; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our most heartfelt sympathy and regret; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes and a copy be sent to the Electrical Workers Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days in his memory.

ALVIN C. HARRISON,
Topeka, Kans. Recording Secretary

W. K. Benson, L. U. No. 318

Initiated September 10, 1918

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst our esteemed and worthy Brother, Walter K. Benson; and

Whereas in the death of Brother Benson Local Union No. 318 has lost a faithful member; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be entered into the minutes of the local union and a copy be sent to the Electrical Workers Journal for publication.

J. A. WOOD,
W. S. KENNEDY,
HUGH WALKER,
Knoxville, Tenn. Committee

Dudley E. Beall, L. U. No. 527

Reinitiated August 27, 1937

Whereas Almighty God, in His infinite wisdom, has called from our midst Brother Dudley E. (Dad) Beall; one who had the courage to carry on his duties to within a few hours of his passing from among us. We pay tribute to his memory; therefore be it

Resolved, That a copy of our expressions of heartfelt sympathy and regret be sent to his wife and son, a copy sent to the Electrical Workers Journal for publication; and

Resolved, That in tribute to his memory we stand in silence for one minute; and be it further

Resolved, That we drape our charter for a period of 30 days.

ED. R. RAYNOR,
CLARENCE I. PRESSLER,
VIDO L. SUCICH,
Galveston, Texas Committee

Francis Kavanagh Cleary, L. U. No. 561

Initiated September 27, 1916

Whereas it has pleased Almighty God in His infinite wisdom, to remove from our midst our esteemed and worthy Brother, Francis Kavanagh Cleary; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere regret and sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon the minutes and a copy sent to the official Journal of our Brotherhood for publication; and be it further

Resolved, That in reverence to our deceased Brother, we drape our charter for a period of 30 days.

T. F. GRAHAM,
G. HASSAM,
A. LEGER,
Montreal, Que. Committee

Brooke S. Crouse, L. U. No. 744*Initiated June 18, 1937*

Whereas God, in His infinite wisdom, has seen fit to remove from our midst our dearly beloved Brother, Brooke S. Crouse, on the twenty-sixth day of May, 1941; and

Whereas Brother Crouse was a charter member of this local union, and has been a true and loyal Brother until his untimely demise; therefore be it

Resolved, That the charter of this local union be draped for a period of 30 days; and

Resolved, That the members stand for one minute in silence at every meeting during that period; and

Resolved, That a copy of these resolutions be sent to the Journal for publication, a copy spread on the minutes of the first meeting, and the original be sent to his bereaved wife with the sincere sympathy of this local union.

ELMER H. GRAY, SR.,

GEORGE J. RAY,

CARL T. PORR,

THOMAS F. CALLAGHAN,

ALBERT S. DAWSON,

Philadelphia, Pa.

Executive Board

Verne Bliss, L. U. No. 849*Initiated November 5, 1937*

With a sincere feeling of deep sorrow and regret, we, the members of Local Union No. 849, record the death on June 24, 1941, of our departed friend and Brother, Verne Bliss; therefore be it

Resolved, That we tender our sincere sympathy to the family of our Brother in this time of their great sorrow; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to his bereaved family, a copy be sent to our official Journal for publication, and that our charter be draped for a period of 30 days.

JOHN F. MANNING,

Shelburne Falls, Mass. Recording Secretary

Charles E. Curle, L. U. No. 662*Initiated December 15, 1937, in L. U. No. 175*

It is with deep sorrow and regret that we, the members of Local Union No. 662, mourn the passing of Brother Charley Curle, a charter member of our organization; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our most heartfelt sympathy and regret; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes, and a copy be sent to the Electrical Workers Journal for publication, and be it further

Resolved, That members stand in silence for a period of one minute as a mark of respect for him and that our charter be draped for 30 days.

R. R. OWEN, JR.,

H. E. BRADSHAW,

G. W. McMURTRIE,

Chattanooga, Tenn.

Committee

J. G. Byrd, L. U. No. 813*Initiated August 1, 1940*

It is with deepest sorrow and regret that we, the members of L. U. No. 813, record the untimely death of Brother J. G. Byrd, who was killed accidentally while on duty June 27, 1941; therefore be it

Resolved, That we pay tribute to his memory by expressing to his relatives our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon the minutes of L. U. No. 813, and a copy be sent to our official Journal for publication.

E. L. MAWYER,

Roanoke, Va.

President

Dan B. Starr, L. U. No. 574*Reinitiated July 13, 1917*

It is with deepest regret that L. U. No. 574 records an expression of its feeling of profound sorrow on the occasion of the death of Brother Dan B. Starr.

Brother Starr was always a good citizen, a good worker for labor, and a friend of all the gang; therefore be it

Resolved, That one copy of this resolution be sent to the deceased's family, one copy spread on the minutes and one copy sent to the I. O. for publication. We extend to the bereaved family our heartfelt sympathy in the passing of Brother Dan.

C. S. OAKLEY,

WILLIAM O. WESSLER,

H. K. VOCKRODT,

Cincinnati, Ohio

Committee

Clifton E. Bristow, L. U. No. 332*Initiated October 1, 1935*

It is with sorrow and regret that we record the death of Brother Clifton E. Bristow; therefore be it

Resolved, That we pay tribute to his memory by expressing to his relatives our sympathy in this hour of sorrow; and be it

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon the minutes of Local Union No. 332 and a copy be sent to our official Journal for publication.

RAY H. STEINER,

San Jose, Calif.

Recording Secretary

Francis E. Knocke, L. U. No. 565*Initiated July 13, 1939*

It is with deep sorrow and regret that we, the members of Local Union No. B-565, mourn the untimely passing of Brother Francis E. Knocke at the age of 24 years; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our most heartfelt sympathy and regret; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days in his memory.

GEORGE A. LAPKE,

JOHN J. CASSIDY,

HARRY E. SMITH,

Bridgeport, Conn.

Committee

Wesley Rockefeller, L. U. No. 181*Initiated January 24, 1941*

Brother Wesley Rockefeller, who was recording secretary of Local Union No. 181, of Utica, N. Y., passed away June 26, 1941, leaving his wife and son.

Brother "Wes," as he was fondly called, was instrumental in getting the New York State highway department to employ union electricians on the highway traffic signals and counters. Brother "Wes" was always on the job and not only will those fellow employees of the department miss him, but we of Local Union No. 181 will also.

JOHN R. JONES,

Utica, N. Y.

Recording Secretary

Venice L. Barron, L. U. No. B-985*Initiated January 22, 1939*

Whereas it is with a sincere feeling of sorrow and regret that we, the members of L. U. No. B-985, record the death of our friend and Brother, Venice L. Barron; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends, our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes of our local union, and a copy be sent to our Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days, and that we as a body in meeting assembled, stand in silence for one minute as a tribute to his memory.

MORRIS BYRD,

Cleveland, Miss.

President

Edward William George, L. U. No. 774*Initiated May 1, 1933*

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst our esteemed and worthy Brother, Edward William George; and

Whereas in the death of Brother George L. U. No. 774 has lost a faithful member and loyal friend, it is our desire to pay just tribute to his memory and honor him for his strength of purpose and his conscientious ideas of fair dealing with his fellow man; therefore be it

Resolved, That the members extend to his loved ones our heartfelt sympathy in the loss which has been theirs and ours; and be it further

Resolved, That in respect to his memory our charter be draped for a period of 30 days, and a copy of these resolutions be sent to his family, a copy spread on our minutes, and a copy sent to the Electrical Workers Journal for publication; and be it also

Resolved, That in lawful assembly we stand for one minute in silence in fitting tribute to his memory.

JOSEPH MATUSKA,

LEONARD WIRTZ,

ROBERT SNOWDEN,

ANTHONY SCHROEDER,

THOMAS THOMSON,

Cincinnati, Ohio

Committee

Clancey Delmond Herron, L. U. No. B-9*Initiated April 7, 1941*

Whereas Almighty God has been pleased, in His infinite wisdom, to take from our midst our esteemed and worthy Brother, Clancey Herron; and

Whereas Local Union No. B-9 of the International Brotherhood of Electrical Workers, has lost in the passing of Brother Herron, one of its true and loyal members; be it

Resolved, That Local Union No. B-9 hereby expresses its deep appreciation of the services to our cause given by our late Brother and our sorrow in the knowledge of his death; and be it further

Resolved, That Local Union No. B-9 tenders its sincere sympathy to the family of our late Brother in their time of great sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother, a copy be spread on the minutes of our Local Union No. B-9 and a copy be sent to the official Journal of our Brotherhood for publication.

FRANK P. O'BRIEN,

RALPH A. BREHMAN,

HARRY SLATER,

Chicago, Ill.

Committee

Harry Grupenhoff, L. U. No. B-1061*Initiated June 1, 1937*

It is with deepest sorrow and regret that we, the members of Local Union No. B-1061, record the death of our esteemed and worthy Brother, Harry Grupenhoff; therefore be it

Resolved, That we, the members of Local Union No. B-1061, pay tribute to his memory by expressing to his relatives our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That the members stand in silence for a period of one minute as a mark of respect to him; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the Electrical Workers' Journal for publication.

SUE SCHEMER,

Cincinnati, Ohio

Chairman of Committee

Rudolph Volkman, L. U. No. B-309*Initiated January 6, 1936*

It is with sorrow and regret that we, the members of Local Union No. B-309, International Brotherhood of Electrical Workers, record the sudden death of Brother Rudolph Volkman; therefore be it

Resolved, That we pay tribute to his memory by expressing to his relatives our heartfelt sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy sent to our official Journal for publication and a copy be spread upon the minutes of our local union.

JAMES ALTIC,

PATRICK COONEY,

A. F. CURRIE,

E. St. Louis, Ill.

Committee

W. H. Harris, L. U. No. B-83*Reinitiated February 27, 1924***Herman Harke, L. U. No. B-83***Initiated October 3, 1933***Carl Hannema, L. U. No. B-83***Initiated November 1, 1937***F. J. Martin, L. U. No. B-83***Reinitiated December 1, 1937*

To the bereaved families and friends of Brothers W. H. Harris, Herman Harke, Carl Hannema, and F. J. Martin, Local Union No. B-83 extends their deepest sympathy and in reverence for these departed Brothers we dedicate the following:

If we could push ajar the gates of life,
And stand within, and all God's working see,
We might interpret all this doubt and strife,
And for each mystery could find a key.
But not today. Then be content, poor heart;
God's plans, like lilies pure and white, unfold.

We must not tear the close-shut leaves apart—
Time will reveal the calyxes of gold.
And if, through patient toil, we reach the land
Where tired feet, with sandals loosed, may rest,

When we shall clearly know and understand,
I think that we shall say, "God knew best."

WM. H. HOLT,

Los Angeles, Calif.

Press Secretary

Doras C. Cline, L. U. No. B-39*Initiated October 22, 1925, in L. U. No. 317*

It is with deep sorrow and regret that we, the members of L. U. No. B-39, record the sudden passing to the great beyond on July 3 of a worthy member, Doras C. Cline, and

Whereas it is our desire to pay tribute to his memory and honor him for his steadfastness of purpose and his sense of fair dealing with his fellow man; therefore be it

Resolved, That we extend, to those who remain to mourn his loss, our sincere sympathy, and be it further

Resolved, That our charter be draped for a period of 30 days as a mark of respect to his memory and that in lawful assembly we stand for one minute in silence, and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy incorporated in our minutes, and a copy sent to our official Journal for publication.

L. D. MOORE,
H. J. SUTHERLAND,
H. FOCHT,

Cleveland, Ohio

Committee

John Fritz, L. U. No. 375*Initiated June 6, 1923 in L. U. No. 1014*

Whereas God, in His infinite wisdom, has seen fit to take into His eternal keeping our beloved Brother John Fritz; and

Whereas in his passing Local Union No. 375 has lost a most faithful member; therefore be it

Resolved, That the meeting stand in silent meditation for one minute in respect to his memory; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days; and be it further

Resolved, That we at this time extend our condolences to the bereaved family of our late Brother Fritz; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union, a copy sent to the family of Brother Fritz and a copy to the International Office for publication in the Electrical Workers Journal.

H. B. PARKS,
A. KALADY,
W. H. DIETZ,
S. MARSDEN,
A. P. GRIM,
R. STOUTT,

Allentown, Pa.

Committee

John C. Stuffer, L. U. No. 744*Initiated June 18, 1937*

Whereas Our Heavenly Father has deemed it necessary for the fulfillment of His plans to call from the troubles and tribulations of this earth our beloved and faithful Brother, John C. Stuffer, on July 10, 1941, causing sorrow at his loss amongst our members, therefore be it

Resolved, That in his memory our charter be draped for a period of 30 days; the members stand in silence for one minute at each meeting during that period; that a copy of this resolution be spread upon the minutes of our first meeting, a copy sent to the official Journal for publication, and the original be sent to his bereaved wife.

GEORGE J. RAY,
CARL T. PORR,
EDWARD HUSSMAN,
GEORGE RIEKER,
ALBERT S. DAWSON,

Philadelphia, Pa.

Executive Board

Otto Jensen, L. U. No. B-702*Initiated January 12, 1938*

It is with deep regret that we, the members of Local Union No. B-702, record the passing of our late Brother Otto Jensen.

Whereas it is our desire to express our grief to the loved ones and friends left behind, and to extend to them our sympathy and understanding; therefore be it

Resolved, That a copy of these resolutions be sent to the family, a copy spread on the minutes of Local No. 702, and a copy sent to the official Journal for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to his memory.

HAYDEN BRASEL,
H. F. McCLAIN,
RAY STEGALL,

West Frankfort, Ill.

Committee

Clarence Ray Herren, L. U. No. B-304*Initiated April 8, 1941*

It is with sorrow and regret that we, the members of Local Union No. B-304, record the passing of our devoted Brother, Clarence Ray Herren, therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere and heartfelt sympathy; and be it further

Resolved, That we drape our charter for 30 days, and stand in silent reverence for one minute in tribute, and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy be spread upon our minutes, and a copy be sent to the Electrical Workers Journal for publication.

ALVIN C. HARRISON,

Topeka, Kans.

Recording Secretary

Grant C. Greene, L. U. No. 393*Initiated February 8, 1937*

Whereas it has pleased Almighty God to take from our midst Brother Grant C. Greene, on June 14, 1941; and

Whereas Local Union No. 393 mourns the loss of a true and loyal member; therefore be it

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be sent to the bereaved family, a copy spread on the minutes of this meeting, and a copy be sent to the Electrical Workers Journal for publication.

MELVILLE C. TIBBLES,
C. G. PINGREE,
WALTER E. HERMAN,

Havre, Mont.

Committee

Earl R. Murray, L. U. No. B-569*Initiated September 26, 1940*

It is with deep sorrow and regret that we, the members of Local Union No. B-569, record the passing of our Brother, Earl R. Murray, on July 16, 1941; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be sent to his bereaved family, that a copy be spread on the minutes of our meeting and a copy be sent to the official Journal of our Brotherhood for publication.

WALTER S. RAINEY,
L. F. ALCARAZ,
WILLIAM B. SMITH,

San Diego, Calif.

Committee

Ray A. Keirle, L. U. No. B-569*Initiated May 31, 1935*

Whereas Almighty God, in His infinite wisdom, has removed from our midst our esteemed Brother, Ray A. Keirle; and

Whereas in the death of Brother Ray A. Keirle, Local Union No. B-569 has lost one of its true and devoted members, the first International Brotherhood of Electrical Workers member in San Diego to be a teacher in our local school system; therefore be it

Resolved, That Local Union No. B-569 recognizes its great loss in the death of Brother Keirle and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. B-569 tenders its sincere sympathy to the family of our good Brother in their time of great bereavement, and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our local union, and a copy be sent to the official Journal for publication, and be it further

Resolved, That we drape our charter for a period of 30 days.

WALTER S. RAINEY,
L. F. ALCARAZ,
WILLIAM B. SMITH,

San Diego, Calif.

Committee

William Burbank, L. U. No. B-1069*Initiated November 11, 1940*

It is with deep sorrow and regret that we, the members of Local Union No. B-1069, record the passing of Brother William Burbank on June 21, 1941.

We wish to express our deepest sympathy to the members of his family. We, therefore, resolve that a copy of this letter be sent to the family of Brother Burbank, a copy spread on our minutes and one copy be sent to our Journal for publication.

ANNA B. IVES,

Stamford, Conn.

Recording Secretary

R. G. Weidman, L. U. No. B-77*Initiated July 7, 1936*

It is with deep sorrow that we, the members of Local Union No. B-77, mourn the passing of our Brother, R. G. Weidman; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, and a copy spread upon our minutes, and a copy be sent to the Electrical Workers Journal for publication.

W. W. RITCHARDS,
C. A. APLAND,
M. E. WILSON,

Seattle, Wash.

Committee

Gardiner Thompson, L. U. No. B-86*Initiated April 27, 1908*

Whereas Almighty God, in His wisdom, has taken from our midst our esteemed and worthy Brother, Gardiner Thompson; and

Whereas it is with sorrow and regret that we, the members of L. U. No. B-86, record the death of our Brother who passed away July 21, 1941, therefore be it

Resolved, That the members of L. U. No. B-86 hereby tender their sincere sympathy to the family of our deceased Brother in this time of their great sorrow; and be it further

Resolved, That the charter of our local be draped for a period of 30 days to commemorate the passing of our beloved Brother, and a copy of this resolution be forwarded to his family.

WILLIAM E. REID,
H. A. GODETTE,

Rochester, N. Y.

Committee

William C. Malloy, L. U. No. 292*Initiated July 19, 1938*

Whereas it is with deep feeling of sorrow and regret that we, the members of Local Union No. 292 record the passing of our worthy Brother, William C. Malloy; and

Whereas we wish to extend to the bereaved family of our departed Brother our heartfelt sympathy and condolence in their time of sorrow; therefore be it

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes of the lodge, and a copy be sent to the Electrical Workers Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

CLARENCE JOHNSON,

Minneapolis, Minn.

Press Secretary,

John A. Edlund, L. U. No. 521*Initiated August 4, 1937*

It is with deep sorrow and regret that we, the members of Local Union No. 521, record the passing of esteemed and worthy Brother John A. Edlund, who passed away July 7, 1941.

Resolved, That we pay tribute to his memory by expressing to his relatives our sincere sympathy, and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon our minutes and a copy be sent to the Electrical Workers Journal for publication.

W. E. SAYERS,
JAMES H. SPENCE,
SHERMAN JAY,

Clearfield, Pa.

Committee

Howell C. Lukens, L. U. No. 210*Initiated September 5, 1911*

It is with deepest sorrow and regret that we, the members of Local Union No. 210, pay our last respects to the memory of our late Brother, Howell C. Lukens, whom God, in His infinite wisdom, has called from our midst.

We extend to the family our heartfelt sympathy in this, their loss, which to a large extent we share with them.

We shall drape our charter for a period of 30 days in memory of Brother Lukens and a copy of this shall be written in the minutes of our meeting, a copy sent to his family and a copy to our Journal for publication.

E. W. JONES,
J. L. BUTLER,
OLLIE KING,

Atlantic City, N. J.

Committee

DEATH CLAIMS PAID FROM JULY 1,
TO JULY 31, 1941

L. U.	Name	Amount
I. O.	Louis Asher	\$1,000.00
145	J. T. Remer	1,000.00
68	P. K. Moore	650.00
309	John E. Gray	1,000.00
181	W. A. Rockefeller	1,000.00
3	Wm. Strack	1,000.00
3	Joseph A. Barthels	1,000.00
659	Manley M. Brower	650.00
134	Thos. W. McLean	1,000.00
702	Fred W. G. Kornack	825.00
214	Worthy D. White	1,000.00
565	F. E. Knoke	475.00
22	Roy E. Stacey	1,000.00
569	R. A. Kierle	1,000.00
849	V. E. Bliss	650.00
8	O. E. Bubb	650.00
134	W. E. Lichtenberger	1,000.00
3	Alfred Beaudelt	1,000.00
816	James W. Marshall	1,000.00
570	W. E. Richardson	1,000.00
I. O.	James R. Candlen	1,000.00
I. O.	James T. Kilroe	1,000.00
618	R. M. Burroughs	475.00
985	V. L. Barron	475.00
I. O.	A. J. Enyart	1,000.00
17	George Ford	1,000.00
I. O.	Napoleon M. Clement	1,000.00
160	Joseph B. Graf	825.00
3	Arthur Pfau	1,000.00
744	J. C. Stuffer	825.00
521	John A. Edlund	825.00
104	P. V. Foote	1,000.00
98	George M. Barnard	1,000.00
129	R. A. Ewell	1,000.00
I. O.	Robert G. Perry	1,000.00
103	C. E. Blackstone	1,000.00
309	R. Volkman	1,000.00
494	G. C. Kaiser	475.00
I. O.	John G. Hamm	1,000.00
292	Wm. C. Malloy	650.00
3	E. J. McNeill	1,000.00
35	H. G. Eno	650.00
130	F. J. LePere	825.00
I. O.	N. K. Whisler	1,000.00
I. O.	L. E. Gregory	1,000.00
83	Herman Harke	1,000.00
I. O.	T. F. McDonald	1,000.00
1147	C. R. Yeske	1,000.00
38	A. B. Leinweber	1,000.00
I. O.	John W. Stripple	1,000.00
5	Edw. F. McCosby	800.00
39	Doras C. Cline	1,000.00
6	Albert E. Cohn	1,000.00
I. O.	Wm. H. Harris	1,000.00
I. O.	D. E. Swain	1,000.00
212	Albert E. Shuler	1,000.00
375	John Fritz	1,000.00
125	F. E. Johnston	1,000.00
I. O.	B. Townley	1,000.00
I. O.	E. H. Christ	1,000.00
134	John F. Ryan	825.00
581	R. C. Day	1,000.00
26	A. Maggio	1,000.00
3	W. F. Duncan	1,000.00
40	H. L. Sholl	1,000.00
5	W. J. Slattery	1,000.00
702	O. S. Jensen	650.00
3	Harold Lovatt	150.00
213	Charles R. Stewart	1,000.00
651	Sam P. Meyers	150.00
774	Edward W. George	150.00
339	Wm. Burns	1,000.00
3	Paul Pretsch	150.00
		\$63,800.00

NAZI WORLD STATE

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short-sighted and unrealistic. We may too easily consider the German treatment of many psychological problems as useless or as sheer quackery. We tend to under-

estimate the aims and practices of their psychological warfare and we hesitate to construct a counter-offensive because we feel it is unnecessary or for fear we may fall prey to totalitarianism ourselves by so doing. These views stem in part from our long-standing attitude of over-confidence and isolationism.

Our survey shows that the Germans had begun morale building and the psychological amplification of military strategy long before Hitler rose to power. Germany today is still the only major nation which, in its training and practice, stresses the need for "mental elasticity"—that is, the courage and capacity to devise and execute new ideas. The Germans take particular care that their leaders exploit every field of knowledge to further the efficiency of military and political tasks. Associated with this mental elasticity is the readiness to borrow freely of ideas from others and to encourage research in all lines.

An important innovation of German military psychologists was their eschewing of "psycho-technics" in the final selection of officers and specialists. The Germans consider a man's social-emotional qualifications as an important basis for determining future performance as a leader and as a fighter. The analysis of intellectual and emotional attitudes, as well as uncovering psychological deficiencies and discovering capacities, determines the norms for finding "fighting spirit" in conscripts, specialists, and officers.

It is particularly important for our military authorities and cooperating psychologists to realize that mere intelligence testing is inadequate in modern warfare. The Germans, despite a certain aura of mysticism in their concepts, properly recognize the central significance of "character"—that is, social, emotional, and temperamental qualities that are not adequately determined by the usual paper-and-pencil testing.

In certain other matters we have failed to employ important tactics. For example, the Germans have long recognized that new political and military programs should be preceded by psychological conditioning. In contrast, this country was psychologically rather unprepared for mass conscription. Our plan was largely built around the experiences of the last war. Our leaders ignored the intervening 20-year period in which a new generation had grown up exposed to a variety of factual and propagandistic analysis of the first World War. This new generation came to believe that war is merely a "racket" created by munition makers and international bankers, that we Americans had been "suckers," and that consequently it was none of our concern what happened in Europe or the Orient. In addition, many people suffered from what I call the "green pastures" illusion about the glories of Soviet Russia and Fascist Italy (the particular belief depending on the person's income). All of this contributed to a tremendous loss of faith in our own way of life and in a representative democracy as we were working it out. The present survey should help Americans to realize, as the British people finally have come to realize, that the present war is an outgrowth of the Nazi program which was consciously cultivated and built up into an ambition for material, moral and cultural domination of the world—not excluding the Americas.

Unlike our haphazard procedure, the Germans studied all aspects of conscription for two years after Hitler came into power. True, the Nazi held back on conscription partly for fear of political consequences abroad; but it is a fact that the problem of conscription was thoroughly explored before the program was actually launched. In fact, the preparatory character of the German war effort needs to be underscored all down the line. This is true for their psychological enterprises as well as for their economic and military preparations.

Regarding morale-building among troops, the Germans have much to teach us. It is clear that morale-building does not consist merely of providing recreation and fun for the boys in camp, nor in protecting them from vice on the outside. A soldier's morale is based on community, familial and religious values, and our survey indicates how thoroughly the German army has taken these factors into account.

It is quite possible that a study of our survey of German psychological warfare may lead to a conviction that we are up against something which cannot be successfully combated. Those who come around to this thinking neglect the fact that American culture has nurtured a strength which is vastly superior to the Nazi totalitarian spirit. We have had 150 years of experience with a democratic form of government and we should be loath to let it slip away from us.

Our superiority is backed up by tremendous technical skill and industrial capacity which in themselves constitute a powerful support for our psychological strength. Further, our individual initiative and strong sense of independence of action, if tempered and developed, are essential components of stable leadership. Our sense of team-play, coordination of tasks and esprit de corps, witnessed all through our everyday living, are also virtues of high importance. Our consciousness of mass strength, although it tends to be over-boastful at times, provides us with self-assurance and self-appreciation. Although our democratic ideology cannot be said to match the "attack attitude" stressed by Nazi military psychologists, we have a sticking quality that can be aroused to a genuine "fighting spirit" if our basic values are threatened.

Finally, the crucial American faith in the common man, in his integrity, in his capacity to join his fellows in policy-making and execution of plans, and in his ability to combine individual responsibility with personal rights and liberties constitutes the foundation upon which a strong national morale may be built and sustained.

LOCAL UNION EFFECTS TIMELY
REPORT CARD

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RUBAL LIGHTING NOVELTY CO., 36 West 20th St., New York City.

SAFRAN & GLUCKSMAN, INC., 8 W. 30th St., New York City.

SALEM BROS., 104 E. Elizabeth Ave., Linden, N. J.

SCHWARTZ CO., INC., L. J., 48 E. 21st St., New York City.

SHELBURNE ELEC. CO., 46 W. 27th St., New York City.

SILVRAY LTG., INC., 47-02 31st Place, Long Island City, N. Y.

SPECIAL NUMBER LAMP & SHADE CO., 7 W. 30th St., New York City.

STAHL & CO., JOSEPH, 22 W. 38th St., New York City.

STERN ELEC. NOV. MFG. CO., 22 E. 20th St., New York City.

STUART LAMP MFG. CORP., 109-13 S. 5th St., Brooklyn, N. Y.

SUNBEAM LAMP SHADE CORP., 3 E. 28th St., New York City.

TEBOR, INC., 45 W. 25th St., New York City.

TROJAN NOV. CO., 24 W. 25th St., New York City.

UNIQUE SILK LAMPSHADE CO., INC., 18 E. 18th St., New York City.

VICTOR MFG. CO., 621 6th Ave., New York City.

WHITE LAMPS, INC., 160 Buffalo Ave., Paterson, N. J.

WAVERLY LAMP MFG. CORP., 39 W. 19th St., New York City.

WRIGHT ACCESSORIES, INC., 40 W. 25th St., New York City.

WABASH APPLIANCE CORP., BIRDS-EYE ELECTRIC CORP., WABASH PHOTOLAMP CORP., INCANDESCENT LAMP CO., INC. (SUBSIDIARIES), 335 Carroll St., Brooklyn, N. Y.

ELEVATOR CONTROL BOARDS AND CONTROLLING DEVICES

ANDERSON CO., C. J., 212 W. Hubbard St., Chicago, Ill.

HERMANSEN ELECTRICAL ENGINEERING CO., 653 11th Ave., New York City.

HOFFMAN-SOONS CO., 115-58 174th St., St. Albans, N. Y.

ELECTRICAL SPECIALTIES

BULLDOG ELECTRIC PRODUCTS CO., 7610 Joseph Campau Ave., Detroit, Mich.

O. Z. ELECTRICAL MANUFACTURING CO., INC., 262-6 Bond St., Brooklyn, N. Y.

UNION INSULATING CO., Parkersburg, W. Va.

RUSSELL & STOLL COMPANY, 125 Barclay St., New York City.

ELECTRICAL METAL MOLDING AND SURFACE METAL RACEWAY

NATIONAL ELECTRIC PRODUCTS WIREMOLD COMPANY, Hartford, Conn. CORP., Ambridge, Pa.

REFRIGERATION

CROSLEY CORPORATION, 3401 Colerain Ave., Cincinnati, Ohio.

RADIO MANUFACTURING

AIR KING PRODUCTS CO., INC., 1523-29 63rd St., Brooklyn, N. Y.

AMERICAN RADIO HARDWARE CORP., 476 Broadway, New York City.

AMERICAN STEEL PACKAGE CO., Defiance, Ohio.

ANSLEY RADIO CORP., 4377 Bronx Blvd., Bronx, N. Y.

AUTOMATIC WINDING CO., INC., 900 Passaic Ave., East Newark, N. J.

BLUDWORTH, INC., 79 Fifth Ave., New York City.

BOGEN CO., INC., DAVID, 633 Broadway, New York City.

COMMERCIAL RADIO-SOUND CORP., 570 Lexington Ave., New York City.

CONDENSER CORPORATION OF AMERICA, South Plainfield, N. J.

COSMIC RADIO CORP., 699 East 135th St., Bronx, N. Y.

CROSLEY CORPORATION, 3401 Colerain Ave., Cincinnati, Ohio.

DETROLA RADIO AND TELEVISION CORPORATION, 1501 Beard St., Detroit, Mich.

DE WALT RADIO CORP., 436-40 Lafayette St., New York City.

ELECTROMATIC EXPORTS CORP., 30 East 10th St., New York City.

GAROD RADIO CORP., 70 Washington St., Brooklyn, N. Y.

GENERAL INSTRUMENT CORPORATION, 829 Newark Ave., Elizabeth, N. J.

HAMILTON RADIO MFG. CO., 142 West 26th St., New York City.

INSULINE CORP. OF AMERICA, 30-30 Northern Blvd., Long Island City, N. Y.

MILLION RADIO AND TELEVISION LABORATORIES, 685 West Ohio St., Chicago, Ill.

PILOT RADIO CORP., 37-06 36th St., Long Island City, N. Y.

RADIO CONDENSER COMPANY, Camden, N. J.

RADIO WIRE & TELEVISION, INC., 100 Sixth Ave., New York City.

REGEL RADIO, 14 E. 17th St., New York City.

REMLER COMPANY, LTD., San Francisco, Calif.

SENORA RADIO AND TELEVISION CORP., 2626 W. Washington Blvd., Chicago, Ill.

TODD PRODUCTS CO., 179 Wooster St., New York City.

TRAV-LER KARENOLA RADIO & TELEVISION CORP., 1036 West Van Buren St., Chicago, Ill.

WELLS-GARDNER & CO., 2701 N. Kildare Ave., Chicago, Ill.

WIRING DEVICES

UNITED STATES ELECTRIC MFG. CORP., 220 West 14th St., New York City.

SOCKETS, STREAMERS, SWITCH PLATES

UNION INSULATING CO., Parkersburg, W. Va.

WOODS ELECTRIC COMPANY, C. D., 826 Broadway, New York City.

FLASHLIGHTS, FLASHLIGHT BATTERIES

UNITED STATES ELECTRIC MFG. CORP., 220 West 14th St., New York City.

DRY CELL BATTERIES AND FUSES

ACME BATTERY, INC., 59 Pearl St., Brooklyn, N. Y.

GELARDIN, INC., 25 Washington St., Brooklyn, N. Y.

METROPOLITAN ELECTRIC MFG. CO., 22-48 Steinway St., Astoria, L. I., N. Y.

UNITED STATES ELECTRIC MFG. CORP., 220 West 14th St., New York City.

ELECTRODE MANUFACTURING

CHICAGO ELECTRODE LABORATORIES, 10 State Street, St. Charles, Ill.

ELECTRONIC DEVICES, INC., 3314 S. Western Ave., Chicago, Ill.

ENGINEERING GLASS LABORATORIES, INC., 32 Green St., Newark, N. J.

GENERAL SCIENTIFIC CORP., 4829 S. Kedzie Ave., Chicago, Ill.

LUMINOUS TUBE ELECTRODE CO., 1120 N. Ashland Ave., Chicago, Ill.

VOLTARC TUBES, INC., 21 Beach St., Newark, N. J.

FLOOR BOXES

NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.

RUSSELL & STOLL COMPANY, 125 Barclay St., New York City.

STEEL CITY ELECTRIC COMPANY, Pittsburgh, Pa.

THOMAS & BETTS CO., 36 Butler St., Elizabeth, N. J.

HOUSEHOLD APPLIANCES

VIDRIO PRODUCTS CORP., 3920 Calumet Ave., Chicago, Ill.

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FEDERAL STORAGE BATTERY CO., Chicago, Ill.

MONARK BATTERY CO., INC., 4556 West Grand Ave., Chicago, Ill.

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ARMATURE AND MOTOR WINDING, AND CONTROLLER DEVICES

AMERICAN ELEC. MOTOR AND REPAIR CO., 1442 W. Van Buren St., Chicago, Ill.

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HERMANSSEN ELECTRICAL ENGINEERING CO., 653 11th Ave., New York City.

KRUG ELECTRIC ENGINEERING CO., WILLIAM, 55 Vandam St., New York City.

NAUMER ELECTRIC CO., 60 Cliff St., New York City.

PREMIER ELECTRICAL ENGINEERING CO., 386 West Broadway, New York City.

SQUARE D COMPANY, Milwaukee, Wis.

ZENITH ELECTRIC CO., 845 South Wabash Ave., Chicago, Ill.

MISCELLANEOUS

BAJOHR LIGHTING CONDUCTOR CO., CARL, St. Louis, Mo.

BELSON MFG. CO., 800 South Ada St., Chicago, Ill.

BULLDOG ELECTRIC PRODUCTS CO., 7610 Joseph Campau Ave., Detroit, Mich.

DAY-BRITE REFLECTOR CO., 5401 Bulwer, St. Louis, Mo.

DELTA ELECTRIC CO., Marion, Ind.

ELECTRIC SPECIALTY CO., Stamford, Conn.

HANSON-VAN WINKLE-MUNNING CO., Matawan, N. J.

KOLUX CORPORATION, Kokomo, Ind.

LEIBFRIED MFG. CORPORATION, C. H., 97 Guernsey St., Brooklyn, N. Y.

MOHAWK ELECTRIC MFG. COMPANY, 60-62 Howard St., Irvington, N. J.

NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.

NEON DEVICE LABORATORIES, New York City.

PATTERSON MFG. CO., Denison, Ohio.

PENN-UNION ELECTRIC CORP., 315 State St., Erie, Pa.

PRESTO RECORDING CORP., 242 West 55th St., New York City.

ROYAL ELECTRIC CO., Pawtucket, R. I.

SAMSON UNITED CORP., Rochester, N. Y.

SUPERIOR NEON PRODUCTS, INC., 127 W. 17th St., New York City.

TRANSLITE CO., Jersey City, N. J.

TUBE LIGHT ENGINEERING COMPANY, New York City.

UNION INSULATING CO., Parkersburg, W. Va.

WADSWORTH ELECTRIC MFG. CO., INC., Covington, Ky.

WHAT IS THIS AMERICA?

(Continued from page 399)

tolerance. It points out that we, the people of the United States, include about 40 million of British origin, 16 million Germanic, 12 million Negro, 10 million Irish, five million Italian, five million Scandinavian, five million Slavic, five million Poles, five million Jewish, two million French, one million Mexican; and one-fourth to three-fourth million each of Finn, Lithuanian, Spanish, Greek, Oriental and American Indian. Our country is not a country of racial purity but a country rallied around a great ideal—an ideal of liberty and efficiency.

EMPLOYMENT FIGURES MARK DECADE OF RESEARCH

(Continued from page 405)

the figure should not be considered too significant since it covers the work of foremen, helpers and apprentices as well as that of journeymen electricians. In addition a certain degree of the work was overtime work, paid for at the rate of one and one-half, or two times, the hourly rate for regular employment.

In the group of electric utility locals which reported total wages along with their employment, our men average 2,179 man-hours of work and \$1,844 annual earnings per man. These figures indicate that our utility members put in, on the whole, nearly 5 per cent excess work beyond our full-time standard, based on 40 hours a week.

The reports for this group cover linemen, cable splicers, switchboard operators, groundmen, foremen and all classes of workers engaged in line construction, power transmission and distribution, generating plant and substation maintenance and operation and all other types of work incidental to the electric power and light industry.

Reports from all local unions which recorded both employment and total earnings for the year 1940 may be summarized briefly as follows:

	Average Man-Hours per man	Per Capita Annual Earnings
Inside locals.....	1,592	\$2,120.34
Electric utility locals.....	2,179	1,844.46
Others	1,982	1,943.15
Total for group.....	1,821	\$2,014.88

	Percentage of full-time worked	Average Hourly Earnings
Inside locals.....	76.5	\$1.33
Electric utility locals.....	104.7	.85
Others	95.3	.98
Total for group.....	87.5	\$1.11

Reports on employment and earnings such as those which have been kept by members of the I. B. E. W. for the past 10 years are of immense importance to the welfare of union members. As far as we know ours is the only system of measuring employment in the labor movement through the keeping of actual, on-the-job records.

This information has greatly aided local unions in equitably dividing available employment among their members during slack periods, and has enabled the International Office of the organization to locate available labor supply when it was needed.

In addition, the factual data on employment and total earnings provided by the records are of tremendous assistance both to local unions and to the International Office during collective bargaining negotiations with our employers.

Such incontrovertible information, based on actual records, takes collective bargaining out of the realm of labor strife and places it on a firm, scientific footing. It gains for the organization that confidence, respect and good-will of our employers and promotes the peace and mutual welfare of the industry.

UP GO PRICES DUE TO WAR

(Continued from page 402)

prices, including the fixing of maximum mark-ups as well as maximum prices.

These several powers of the board are mutually complementary, and in the administration of its duties the board has the right to invoke the resources of the various permanent governmental departments engaged in fact-finding, inspection and police functions.

The effectiveness of the board's activities may be illustrated in relation to the control exercised with respect to particular commodities. The necessity of exerting control over sugar perhaps illustrates as well as any one example can the psychological, as well as economic factors, tending toward price inflation. Remembering the scarcity and costliness of sugar during the last war, Canadian housewives early in this war entered upon a sugar-buying spree in an effort to build up their domestic supplies before prices advanced. Retail sources were shortly exhausted and in many instances retailers found difficulty in getting new supplies promptly.

Through the press and radio, the board emphasized the ultimate adequacy of sugar supplies in an effort to halt the hoarding. This publicity drive was supplemented in a few cases by the prosecution of sugar hoarders. As these activities fell short of the objectives the board called upon sugar refiners to release amounts in excess of normal, without any increase in price. Excessive buying continued, however, and new measures became necessary.

The board then induced manufacturers who had large, though normal, supplies of sugar stocks on hand to release a part of them for distribution. The board also secured the early suspension of the dumping duty ordinarily imposed upon imported refined sugar. The government took further steps by providing for the purchase through the administrator of all raw sugar for Canadian use and prohibiting the import or export of sugar by any other person. As a consequence of these measures and the development of additional sugar import sources, the Canadian consumer can continue to obtain sugar at a price which is higher than the pre-war price only by the amount necessary to meet increased ocean freight and insurance charges.

The rapid development of war industries in certain areas, and the consequent influx of population, has created housing shortages and therefore the need of imposing rent controls. The Canadian government has recognized that the alleviation of the housing shortage in such areas is a governmental responsibility, for the housing congestion is a temporary wartime phenomenon of a nature which is not likely to increase the supply through the channels of private enterprise. The government has established an agency to provide houses for defense workers in congested areas and has applied rent controls on private owners.

Though the measures of rent control are of necessity elastic, the general method embraces the establishing of maximum rentals at the rates which were in effect on January

2, 1940. Landlords are prohibited from evicting tenants who refuse to pay rents higher than the established maximums. In each area there is a rentals committee to investigate special circumstances which might justify a higher rent than that established. To warrant an exception from the maximum, the circumstances must show an actual bona fide increase in cost, not a mere increase in market value. The Wartime Prices and Trade Board has rejected the standard of "a fair return upon investment," advocated by the real estate interests.

The success of the sugar and rent control measures illustrates the variation in the steps which may be required for effective action. A study of the measures adopted with respect to other commodities would reveal the employment of different tactics. But the secret of the Canadian success seems to be that responsibility is definitely centralized and the board has been authorized to take whatever steps are necessary. The provision for increase of supplies is one which has special significance for the United States in view of its still only partially utilized labor force. Where supplies cannot be increased, the regulation of their distribution seems to be the next logical step, and where neither of these steps nor their combination is effective to head off price rises, then the actual control of prices is required. The control must be extended over an area as large as the economic factors involved. For example, to forestall an increase in the price of bread, the Canadian government found it expedient to control the price of processed flour.

In its efforts to prevent price inflation, the Canadian government has invoked consumer cooperation, which may be illustrated by its appeal to householders to take delivery of their winter supply of coal during the summer months, and has generally invoked its drastic legal powers and penalties only when voluntary measures have been ineffective. It is hardly necessary to point out that voluntary procedures tend to be more successful than they would otherwise by virtue of the mere existence of the government's adequate powers of compulsion.

SYLVAN SALOON

(Continued from page 410)

"All right, little man," said I. "We'll probly make it if ye're tired av restin' an' can begin to put a little urge inta yer paddle 'sted av jus' makin' motions wid it an' lavin' the Irish to do all the work."

"Well!" said Jules. "De cap'n of de sheep, he 'as all de 'sponsibillitee for to mak de navigat' an' he is expect' de crew to mak de propulsion." Wid a swift stroke av his paddle he turned the canoe into a narrow channel between the shore an' a long tongue av land that ran parallel wid it. In a moment we were in another world—a black silent world. The heavy, over-hangin' forest on the shore, an' the thick growth av elder bushes on the island, shut out what little light there was an' to me it seemed as if we were floatin' suspended in black liquid space widout anny sense av direction, the slight swish av our paddles bein' the only sound to break the intense stillness. We paddled steadily fer awhile an' thin, in the distance, I heard a dog barkin'.

"Mos' dere," said Jules. In a few minutes we emerged from the dark channel an' come to a large float. We landed, shouldered our burdens an' Jules led the way back to a large two-story buildin' whose lights blinked out a cheerful welcome to enter an' rest. Jules set the canoe down on the wide verandah which ran along on two sides av the building. He

opened the door an' we stepped into a spacious bar room.

Jus' fer a moment the strong light from several lamps suspended from the ceilin' dazzled me, thin I took a look aroun'. Two bearded ould men were seated at a small table in wan corner deeply engrossed in a game av checkers. A small group was gathered aroun' thim. Wan player had a skinny finger poised in the air. So still were they all that they might have passed fer a group av carved figures. Several ithers were enjoyin' a smoke aroun' a stone fireplace whose log fire sent out a grateful warmth. The stout, ruddy-cheeked host behind the bar broke the silence as he shouted,

"Look who we 'ave 'ere—de wan an' only Meester Jules LaFlamme!" Jules stepped up to the bar an' was greeted wid a warm hand shake. He motioned to me so I set down the pack an' joined him.

"Dis is mah frien'—" "O'Grady," said I. "Who is go wit' me fer veeset to de farm of mah fader. You is call de house, 'Poleon, for to 'ave drink on me."

The loungers didn't need a secon' invitation to line up along the bar, all except the checker players—I doubts me but very little if they iver heard the invitation. 'Poleon served aich man wid his own particular brand av poison—Jules an' me, still havin' a thirst, took long shandygaffs.

"Scuse me fer minit," said 'Poleon, "W'ile I is get Madame an' de girls to rus'le up somet'in' for satisfy de inner man."

"Tell de girls it's fer deir ole sweetheart," shouted Jules, as 'Poleon darted off. Shortly after he come bustlin' back an' announced,

"Madame, she is call to you w'en she 'ave the deener ready."

MASTER CONTRACT ON DEFENSE CONSTRUCTION JOB

(Continued from page 401)

3. No stoppage of work.

The Building and Construction Trades Department of the American Federation of Labor agrees that there shall be no stoppage of work on account of jurisdictional disputes, or for any other cause. All grievances and disputes shall be settled by conciliation and arbitration.

4. Sub-contractors.

It shall be the policy of all federal contracting agencies to require the utilization of specialty sub-contractors on those parts of the work which, under normal contracting practices, are performed by specialty sub-contractors subject, however, to the following:

- When a general contractor can demonstrate that specialty work has been customarily performed by his own organization and that his existing organization is competent to perform the work, he may be permitted to do so.
- Where the performance of specialty work by specialty sub-contractors will result in materially increased costs or inordinate delays, the requirement hereinbefore mentioned may be waived.

On negotiated contracts, the decision as to which parts of the work will be performed by sub-contract will, in so far as

may be practicable, be made at the time the contract is negotiated.

5. Predetermination of Wages.

In predetermining the minimum wage which is to be paid to contractor's employees on the specific construction job, consideration shall be given to the rates prevailing in the area from which labor must be drawn to man the job and to new wage rates which have been negotiated and concluded through bona fide collective bargaining processes which will take effect at a future date.

Wage rates paid at the start of work on a project shall continue until the completion of the project, or not more than one year, and new agreements or new determinations of wages for work in the same area will become effective only on new jobs started or new contracts signed after the employer-employee agreement has been negotiated.

6. Application of agreement.

Any contract work done for or through any federal agency for defense purposes within the continental limits of the United States and the Panama Canal Zone shall be governed by this labor policy.

It is understood that the provisions of this agreement shall apply only to national defense projects.

7. Apprentices.

It is agreed that the number of apprentices used shall be limited to the number agreed upon between the respective unions and contractors and approved by the Department of Labor in the case of those unions and employers associations that have established apprenticeship standards in conjunction with the Department of Labor and the number of apprentices in other cases shall conform to the usual practice prevailing between the unions and the employers associations of the respective trades.

8. Board of review.

There shall be constituted a board consisting of a representative of the government agencies, a representative of the Building and Construction Trades Department of the A. F. of L. and a representative of the OPM. It shall be the function of this board to interpret the provisions of this agreement, to adjust disputes arising hereunder, and the findings of the board shall be binding on the parties to the agreement. In case of a dispute involving a specific governmental agency, that agency may designate a representative as a temporary member of the board for the mediation of that dispute. The board shall have no authority to encroach upon or to relieve any governmental agency of its legal authorities and/or responsibilities.

A. F. OF L. STEERS UNIONS THROUGH CRISIS

(Continued from page 400)

units are being added, the federal government should help the states and cities provide for adequate sanitary facilities which the extra housing makes necessary in local communities.

Fourth, when defense migration puts undue strains on the local school and recreational facilities, the federal government should give such help as necessary to relieve the local community. Defense is a national problem and the dislocations which it causes in our living must not be thrown unduly on a few areas. We can use the necessities of this emergency to improve the opportunities for all if we are far-sighted in our planning.

The American Federation of Labor stands ready to help in this planning for post-

defense living. Our affiliated departments and unions have many members skilled in the problems of housing, employment and unemployment, and migration of workers. We will be glad to contribute our efforts toward sound planning in a democratic manner for both the defense emergency and the economic and social adjustments which must follow it.

There is no group that has more at stake than wage earners in this struggle that now grips the world. Democracy means to us opportunity to have a voice in determining our destinies and advancing our economic and social well-being. Democracy, we believe, leads to a higher level of living and involves acceptance of responsibility for working out the problems in order to reach that objective. When danger threatens our democracy, we stand ready to give and do.

Preparation for national defense today necessitates the organization of a defense economy with provisions for the manufacture of munitions and all the mechanized defense agencies. Our defense economy may supplement or displace our production for civilian uses and it has priority. Technicians and workers in large numbers must transfer from civilian to defense work. The kind of control or government that is developed for our defense economy is of paramount importance to all workers. In a very positive way government for defense activities is separate from government for normal living. This defense government concerns and affects vitally owners, management and workers in defense production, and unless these groups have representation in the defense government these citizens pass into a dictatorial regime in which they are helpless to protect their interests or maintain their rights.

In defense operations time is such an important factor that authority to act quickly and surely must be vested in some one person who can be held responsible for results. The life and future of the nation may be at stake. If the responsible head provides in his organization representation for those who are affected by his decisions and gives their views and recommendations adequate and continuous opportunity for consideration, principles of democracy and a sense of freedom will be maintained even during such emergency as defense and war. This type of organization is essential to national morale—the will to see the thing through—and morale is essential to mass effort. In addition to maintaining morale, representation for the organized groups concerned brings cooperation for the work and releases the latent energies and abilities of the whole group because each has the responsibility derived from representation. To express this another way, if the defense administration asks a labor representative to serve in some capacity his cooperation is gained and those he can influence personally; but if the defense administration asks the National Manufacturers Association and the American Federation of Labor to designate representatives to help with the problems of defense production these representatives are in a position to get cooperation from their entire organizations.

If policies are democratically evolved, the administrator may be given authority to carry them out—even though that power may exceed peace limit reservations. This is the philosophy upon which the American Federation of Labor rests its claim to representation.

WASHBURNE TRADE SCHOOL

(Continued from page 403)

International Brotherhood of Electrical Workers, decided that the proper way to keep pace with the technical demands made upon the industry was to educate their apprentices to a higher standard

"An advisory board similar to that of the carpenters was formed for the electrical apprentice classes in 1913. This board consisted of one representative appointed by the Electrical Contractors' Association, one appointed by the International Brotherhood of Electrical Workers and a representative of the Board of Education.

"The first attempt to solve their educational problem was to send both journeymen and apprentices to night school. Classes were held in the high schools throughout the city and instruction was given three nights a week beginning in 1909. Classes were conducted for two hours each evening. This plan did not prove successful and a series of conferences was held with officials of the Board of Education, the Contractors' Association and the officers of the local union. It was unanimously agreed that the only way by which the desired results could be secured was to require that the apprentices attend school during working hours.

"As a result classes were established at Wendell Phillips High School, Crane Technical High School, and Lane Technical High School. Apprentices were required, under

severe penalties assessed by the union, to attend school one-half day each week.

"Lack of any uniform course of study caused a change in procedure, and after a year and a half all of the electrical students were sent to Crane High School, where they remained until 1919 when they were placed in the Washburne School. Here the plan of attending one-half day a week was discarded, and thenceforth the apprentices were required to attend school one full day every two weeks. Apprentices are paid two dollars for the day at school.

"The electricians' union requires the apprentice to attend school 24 days each year during his four-year apprenticeship. Penalties are imposed by the union on those who do not attend. No apprentice can be indentured to a contractor unless the contractor agrees to keep the apprentice in his employ for the full term of his apprenticeship. The decline in apprenticeship among the electricians during the depression years can be attributed to the business uncertainty. Contractors hesitated to sign up apprentices when there was no certainty of business, since the terms of indenture bind the contractor to keep the apprentice in his employ during his full term of apprenticeship.

"The aim of apprentice training in the electrical trade is to teach the apprentice as much as possible about the electrical construction business in the allotted time; to introduce him to the various sources of information in his line, such as technical publications, reference books, technical libraries, technical schools, technical societies; to explain to him the functions of the different organizations with which he has to deal, such as the inspection department of the city, the park systems, the public service companies, the underwriters, manufacturers and jobbers; to teach him some of the problems of the contractor and of his union, that he may have a wholesome regard for them; and to show him some ways in which his spare time can be used to advance himself not only in a business way but socially. To help in the attainment of these aims, representatives of employer and employee organizations have been frequently called in to talk to the different groups of apprentices not only on technical subjects, but also on some of the general topics mentioned above."

This book is an example of fine printing. It is of unusual, handsome appearance, consistent with the substance of the work. We wish that every local union officer in America could read this book and we wish that it could be on the desk to be read by every government man in the eight or 10 agencies now engaged in worker training.

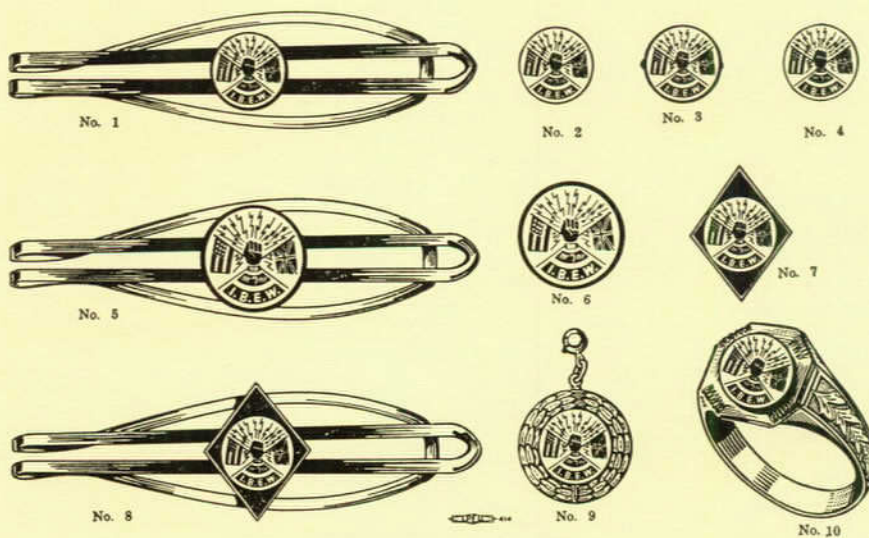
OVER-AGE BENEFIT

(Continued from page 409)

"b. The applicant voluntarily affirms his desire to retire permanently from employment in the electrical industry.

"The pension benefit herein referred to

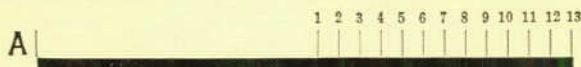
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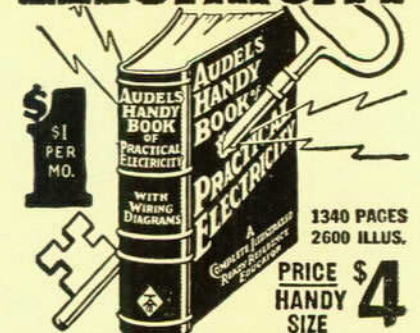
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shall consist of \$40 per month to each Class A Journeyman over 60 years of age, who becomes entitled to receive the same by reason of action taken by the joint pension committee as above described."

A joint pension committee was then appointed to administer the fund. This committee was composed of the following men: Robert E. Denike, chairman-treasurer; Albert S. Adams, M. S. Blumberg, representing the electrical contractors, and Bert Kirkman, president; Hugh Morgan, assistant business manager; William A. Hogan, financial secretary, representing Local No. B-3.

President A. Lincoln Bush, of the New York Electrical Contractors' Association, and Business Manager H. Van Arsdale, Jr., of Local No. B-3, were appointed officers ex-officio.

The plan for a source of revenue was unanimously adopted at a regular meeting in December, 1940, by Class A apprentices, who levied a small assessment on their salaries and in turn received an increase in hourly wage rates, by means of our new agreement of 1941.

All members of Local No. B-3 over 60 years of age received a letter of instruction concerning the requirements neces-

sary to become participants of the benefit. Those who were confined to hospitals and their homes were permitted to mail in their applications, certified by doctors attesting to their illness.

After all the necessary mechanical processes were set in order and the plan went smoothly into action, the pension benefit payments were made, starting on March 21, 1941.

In June of 1941 an amendment was adopted to extend the age limit beyond 65 years of age. Thus to have it read from 60 years of age to such time as they receive first benefit payment from the International Brotherhood pension.

The plan was also amended to provide the pension for our members over 65 years of age who do not have the required 20 years of continuous good standing.

I am pleased to report that there is a substantial number of our worthy Brothers now enjoying full benefit of this employer-employee joint pension plan.

A survey is being made by the joint committee on the prospects of additional improvements to this benefit project.

EMPLOYERS' COMMENTS

As I understand that you are going to publish an article from Local Union No. B-3 with reference to the pension plan which was adopted by the association on December 13, 1940, I thought you might be interested in the employers' point of view.

Back in 1934, in an effort to provide employment for the men over 55 years of age,

we entered into an agreement with the local union, on all jobs employing 10 members of the union that there shall be a man 55 years of age or over and so on for each additional 10 members; and in negotiating our agreement in 1940 for the current year the writer had the pleasure, with the local business manager, Mr. Harry Van Arsdale, to develop the pension plan now in effect. This thought was based on the idea that many of the members of the local union upon reaching the age of 60 could enjoy the benefits of the pension until the International pension at the age of 65 became effective.

I have sat in on all the meetings of our joint pension committee, and I sincerely believe that cooperative plans such as these are doing a great deal to develop a better understanding between labor and the employers. We have already retired on this plan a substantial number of members of Local No. B-3, and by so doing have opened up a larger field for the induction of apprentices under the joint apprentice plan.

It has been my great privilege for a number of years locally, and in the state, as state chairman, and nationally as secretary of the labor relations board of the National Electrical Contractors Association, to sit with representatives of your International Brotherhood and various locals in an effort to improve working conditions and to develop a better understanding between our various organizations towards the end of rendering a more efficient service to the public based upon harmonious industry relations.

Sincerely yours,

A. LINCOLN BUSH,
President.



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EMBARRASSING OCCASION

Up in the northeast corner of the Hoosier state a year or two ago, a line construction crew under the supervision of a very competent foreman, and working for the interests of the N.I.P.S. Co. (as well as for their own) were moving over a 33 K.V. line between the towns of Waterloo and Auburn. The soil was clay, the digging tough, and the weather very warm.

While working one morning after a heavy rain of the night before, one of the linemen, while letting down the pin-type saddleback insulators from the pole to be moved, noticed his groundman acting rather queerly. As I stated before, the weather was very warm, the ground muddy, and I believe under the circumstances most anything could happen.

Coming down the pole, the lineman asked the groundman what was wrong, whereupon the grunt replied:

"I have just been looking at the ground here and someone must have driven a cow along, but it seems funny there is only one track. Where are the other three?"

The lineman glanced at the saddleback insulators which the grunt had placed upside down in the mud so as to keep the shirts clean, took a quick look at the grunt, and after getting a good grip on his connectors (his only weapon!) he said in a low, soothing voice:

"Well, bless my soul, if that is the trouble, I will make you some more cow tracks." Whereupon he set an insulator upside down in the mud three more times and there were the other three tracks.

The grunt gazed at the tracks and at the lineman who (still keeping a good grip on his connectors) asked quietly:

"Do you feel better now or shall I take you over in the shade?"

"Well, I'll be hanged," said the grunt, with a sheepish grin, "I bet I never will live that down." Which I don't think he will, so long as a certain lineman hikes the sticks for the N.I.P.S. Co.

LOCAL NINE.

AMERICA

America would still be America
If known by any other name;
But with a different form of government
It would never be the same.

Americans are only people
Who so proudly call this "home"
And will stand for no interference
From our neighbors o'er the foam.

Any ship that has Old Glory
A-waving in the breeze
Shall never be denied the right
To sail the seven seas.

Should any power try to change this
They are in for a lot of "fun,"
Says one hundred and thirty million Americans—
And I'm glad that I am one.

THE DUKE OF TOLEDO,
L. U. No. 245.

It's not all laughs on every job. This page records with regret the death by electrocution of Brother Francis E. Knoke of L. U. No. 565, aged 24 years. His original verse, "Come, Dear, He's Only a Lineman," appeared here in the June issue.



TO ARMS

America, land of our birth,
The finest country on God's earth,
Where men of every race are free—
You are the land of liberty.

Tonight the men of other lands
Stand with weapons in their hands;
Their towns are dark, a dim blue glow
Is the only light they dare to show.

The conquered who have met defeat
Have tears and bitter bread to eat;
Hope for the future has fled their land,
The victor rules with an iron hand.

What did they do to deserve this fate?
Their crime was that they armed too late—
The price of freedom is to prepare
On land and sea and in the air.

The time is short, the need is great
To save our land from this bitter fate—
To arms! to factory, mill and field,
We must build a defense of men and steel.

We must forge our weapons and train our men
And stop our quibbling with word and pen
And stand united in this great task;
Is this too much for your country to ask?

Let us stand with our starry flag unfurled,
The hope of free men in a war-torn world,
So strong and determined no nation on earth
Will dare to attack the land of our birth.

HENRY E. LINDER,
L. U. No. 134.

BONDS OF FREEDOM

Buy Defense Bonds—
When tyranny and terror reign
In a war-torn world of grief and strife,
We must extend our aid again
To safeguard our free way of life!

Buy Defense Bonds—
To insure an air-raid-free atmosphere,
Adequate protection for our skies;
To frighten brutal rulers away from here,
Preserve our freedom and all we highly prize.

Buy Defense Bonds—
Our mutual support
Is our mightiest fort—
And so's our full-hearted cooperation;
Every bond we buy
Will help to untie
The bonds of every enslaved nation!

A Bit 'O Luck,
ABE GLICK,
L. U. No. B-3.



TOOL-SHANTY TALES

Quail Are Where You Find Them

The noon whistle blew at the bomber assembly plant, and Bill Dowling drew himself up on the bench beside Jimmie Hays. "I hear your Rusty is a great quail dog," said Bill. "I've got a spotted pointer down in Topeka that'll tie him, or run him a close second. That dog can find quail anywhere. One day I was walking down the street and he was trotting along ahead of me. Suddenly he stopped and went rigid, front paw uplifted. I followed the line of his tail and nose which pointed straight to a window. I looked to see if there were any stuffed or caged birds within, and then noticed the legend on the glass. It read, 'Bob White, Real Estate.'"

MARSHALL LEAVITT,
L. U. No. 124.

But the Reds Do Pretty Well

Pull up your tool-boxes and listen to Bill Dowling:

"Down in Topeka, we had an officer on the force named Tim Malone. When his father came from the old country to visit him, Tim met him at the station and they walked home through the business district. Coming to a busy intersection, the red light was showing in the signal standard, and Tim said 'Wait, dad; the Irish cross only on the green light.' The red light turned briefly to orange and then to green. When father and son had gained the opposite curb, the old man observed, 'Sure, they don't give them Protestants much time, do they, Tim?'"

MARSHALL LEAVITT,
L. U. No. 124.

Here is a poignant bit of work that will touch the hearts of many of our faithful ones. You probably know something of it, yourself.

THE GRAVEYARD SHIFT

When the town's a-sleepin'
You can see us drift
Out of homes of comfort,
To work the "graveyard" shift.

On the job at midnight,
Off again at eight,
Sleepy, tired, and touchy,
Through the night we wait.

Sleepin' in the daytime,
Others tiptoe 'round,
Wife's a wreck to keep the kids
From makin' any sound.

Tenders of the furnace,
Coppers on the prowl,
Station operators,
Carmen on the "owl."

Lookin' for the daylight,
Waitin' for a break,
Even welcome breakdowns—
(Help you stay awake.)

Drink a cup o' coffee,
Get a little lift,
Makin' it the hard way,
On the graveyard shift.

LEFTY VAUGHN,
L. U. No. 617.

“**G**ERMAN psychological observers and geopoliticians differ widely in evaluating the American character. While Haushofer denies flatly that there is such a thing as an ‘American’ (‘the United States is a country, not a nation,’) others have high regard for the moral qualities of the American people, particularly their puritanism and adventurous, pioneering spirit which are held to be inseparable components of the American’s national character. A study of German opinion on the United States thus reveals a peculiar duplicity: propaganda literature shows open disdain and distortion while serious studies and scientific journals are equally frank in voicing respect and regard for the American way of life and American personalities.”

—COMMITTEE FOR NATIONAL MORALE.